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CAUT ACPPU
BULLETIN

The OLIVIERI REPORT
The Olivieri Report
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Report Vindicates Dr. Nancy Olivieri

THE committee of inquiry into the dispute involving Dr. Nancy Olivieri, the Hospital for Sick Children, the University of Toronto, and Apotex Inc. issued its long awaited report in October. Two years in the making, the report warns tougher measures are needed to protect patients' rights and ensure clinical drug trials are free from the influence of drug manufacturers.

"What happened in this case could happen in any part of the country," said Jon Thompson, who chaired the committee. "The controversy arose in a context where public institutions now have to rely more on funding from private corporations, but haven't put in place adequate policies and practices to protect the public. A series of misrepresentations, mistakes and misjudgments compounded the problem in this case."

The case of University of Toronto clinician Dr. Nancy Olivieri has been the focus of international attention since Apotex, corporate sponsor of her clinical drug trials of its drug, attempted to suppress her findings of unexpected risks. The company abruptly terminated the trials and issued warnings of legal action against Olivieri should she inform her patients at the Hospital for Sick Children of the risks, or publish her findings.

The committee of inquiry found that despite the interference by Apotex, Olivieri fulfilled her ethical obligations. After the controversy became public in 1998, she was nevertheless accused of misconduct by Apotex and certain senior hospital and university staff. The committee's report documents that these allegations were incorrect, yet were used by the hospital as the basis for serious public actions against Olivieri. Apotex subsequently used the hospital's actions to defend the reputation of its drug.

"The hospital and the university should have defended vigorously the right of clinical researchers to disclose risks to research subjects and patients," said committee member Patricia Baird. "They had a responsibility to protect the public interest and academic freedom from inappropriate actions by Apotex, but they did not do so."

CAUT is demanding the Hospital for Sick Children, the University of Toronto and Health Canada immediately act on the recommendations of the committee.

"The seriousness of this case demands immediate action," said CAUT president Tom Booth. "The ethical duties of researchers, academic freedom, the rights of patients and the public interest must never again be compromised in this way."

The committee's report contains 31 recommendations, including:

- Contracts involving industrial sponsorship of clinical research should never prevent researchers from informing patients or the scientific community of any risks.
- All universities and affiliated teaching hospitals should have in place policies and practices that are effective in protecting academic

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– PHOTO COURTESY OF THE OTTAWA CITIZEN/PAT MCGRATH –

Nancy Olivieri — The university and the hospital should provide redress for the unfair treatment she has received.

Strike Ends at Manitoba

UofM Faculty Association on Legal STRIKE
UofM Faculty Association on Legal STRIKE
UofM Faculty Association on Legal STRIKE
UofM Faculty Association on Legal STRIKE
UMFA

– PHOTO: THOR BOCKMANN –

A national show of solidarity — Members of CUPE, CAW & students marched with professors at their rally Oct. 24.

CLASSES resumed at the University of Manitoba Oct. 26 after a four day strike by faculty members and professional librarians. The strike by more than 1,000 members of the University of Manitoba Faculty Association over wages and benefits ended when the association was successful in having the administration agree to submit outstanding issues to arbitration.

"We remain convinced our positions are fair and reasonable, and were willing to put our case to a neutral third party," said UMFA chief negotiator Robert Chernomas.

The faculty association and the administration presented their positions to Winnipeg lawyer Martin Freedman Oct. 27–28. The parties have agreed the arbitrator's decision would be binding on both bargaining committees who would recommend ratification to each of their principals. Freedman's report is expected in about six weeks.

The faculty association and the administration have signed a transitional back-to-work protocol that restores the 1998–2001 collective agreement until a new agreement comes into effect. UMFA has been a certified union since 1974. ■

Un rapport défend la Dre Olivieri

LE comité chargé d'enquêter sur le différend entre la Dre Nancy Olivieri, l'hôpital des enfants malades, l'Université de Toronto et Apotex Inc. a rendu public en octobre son rapport dont les conclusions étaient attendues depuis longtemps. Deux ans après le début de leur enquête, les auteurs recommandent des mesures plus strictes pour protéger les droits des patients et affranchir les essais cliniques de médicaments de l'influence des sociétés pharmaceutiques.

« Ce qui s'est produit dans cette affaire pourrait arriver n'importe où au pays », a déclaré Jon Thompson, le président du comité d'enquête. « La controverse s'est engagée alors que les établissements d'enseignement publics dépendent davantage des entreprises pour obtenir du financement et qu'ils ne mettent pas en place des politiques et des pratiques efficaces de protection du public. Dans cette affaire, des déclarations inexactes, des erreurs et des mauvais jugements ont aggravé le problème. »

Le cas de la Dre Nancy Olivieri, chercheure de clinique à l'Université de Toronto, a attiré l'attention mondiale depuis que la société Apotex, bailleur de fonds des essais cliniques de son médicament, a tenté de faire disparaître les conclusions de la chercheure selon lesquelles ce médicament comportait des risques inattendus. La société a mis brusquement fin aux essais cliniques et a menacé de poursuivre la chercheure si elle informait des risques ses patients de l'hôpital des enfants malades ou si elle publiait ses découvertes.

Le comité d'enquête a conclu que la Dre Olivieri a respecté ses obligations éthiques malgré l'ingérence d'Apotex. Lorsque la controverse a éclaté au grand jour en 1998, Apotex et certains membres du personnel cadre de l'hôpital et de l'université ont néanmoins accusé la chercheure d'inconduite. Dans son rapport, le comité montre que ces accusations étaient incorrectes mais que l'hôpital s'en est servi pour prendre publiquement de graves mesures contre la Dre Olivieri. Par la suite, Apotex a invoqué ces sanctions pour défendre la réputation de son médicament.

« L'hôpital et l'université auraient dû défendre vigoureusement le droit des chercheurs de clinique

Voir OLIVIERI à la page A9 ☞

Nos universités, notre avenir.

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BULLETIN

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Education at Risk in WTO Talks

A LEGAL opinion released last month by CAUT and a coalition of education groups and unions warns Canada's public education system is at risk during the current round of trade liberalization talks now taking place in Geneva under the authority of the World Trade Organization.

"The opinion leaves no doubt that existing WTO protections of education and other public services are inadequate," said CAUT president Tom Booth. "This really puts into question the Canadian government's entire negotiating strategy."

Canadian officials and proponents of the WTO's General Agreement on Trade in Services (GATS) claim education and other public services like health care are excluded from the treaty, but the opinion, prepared by the international law firm of Gottlieb Pearson, concludes this protection is "unclear" and will be "narrowly interpreted." This explicitly contradicts Canada's position and also runs contrary to statements made by WTO officials, including Director General Michael Moore.

"Rather than being excluded, education is already more exposed to the GATS than we'd like it to be," Booth said. "The coverage of the treaty is so broad that it extends even to local school boards."

One trade expert says the opinion "should shock Canadians." Scott Sinclair, senior research associate with the Canadian Centre for Policy Alternatives, believes the opinion "demonstrates that the GATS purported exclusion for governmental services is flawed and cannot be relied upon to protect public services. If the Canadian government is serious about protecting public education systems, it must obtain concrete changes now to ensure public services are truly off the negotiating table."

The opinion states that government services are defined very narrowly in the GATS text as "any service which is supplied neither on a commercial basis nor in competition with one or more service suppliers." If a public service is provided on a commercial basis, or if there are other non government suppliers, it is subject to the GATS.

It is highlighted that the increasing commercialization of education in Canada makes it increasingly difficult to draw a clear line between those services provided strictly on a commercial basis and those provided on a competitive and commercial basis.

The authors state that "[d]ue to scarcity of public funding, some public universities as well as secondary schools are starting to offer cost-recovery continuing education and extension programs, and are developing innovative institutional arrangements between public and private entities."

Booth says this means Canada's public education system is at greater risk than many people think. "Since education in Canada involves both public and private funding and is delivered by a mix of public, nonprofit, and for-profit providers, it is not fully protected from the general exclusion," he explained. "This runs directly counter to what trade officials have assured us."

If education were to become fully covered by the GATS, Booth said the measures that would be put at risk include:

- Local hiring preferences, such as the current requirement that Canadian citizens and landed immigrants be given first priority for faculty positions;
- Local content requirements, such as the required use of Canadian textbooks in public schools;
- The restriction of "consumption subsidies" such as student loans and scholarships to Canadian citizens and landed immigrants only;
- The restriction of research grants to Canadian citizens and landed immigrants only;
- The restriction of degree-granting authority to Canadian institutions only; and,
- The restriction of public subsidies to Canadian and nonprofit institutions.

Booth added the threats to public education are heightened by Canada's negotiating position in which it has indicated it will seek and is considering making further GATS commitments covering "private" education services.

"You can't build a firewall between the public and private education systems," Booth commented. "The line between the two is blurry. If you make commitments on private education, you increase the threat to the public system. Canadian negotiators should be seeking a permanent protection for mixed public services like education."

The opinion also warns that commitments Canada may make in other sectors could have profound impacts on the education system: "[e]ven though Canada has not made any specific commitment in the area of education services, commitments made in other sectors could have an impact on education services as well as the supply of services in conjunction with products such as text books or courseware."

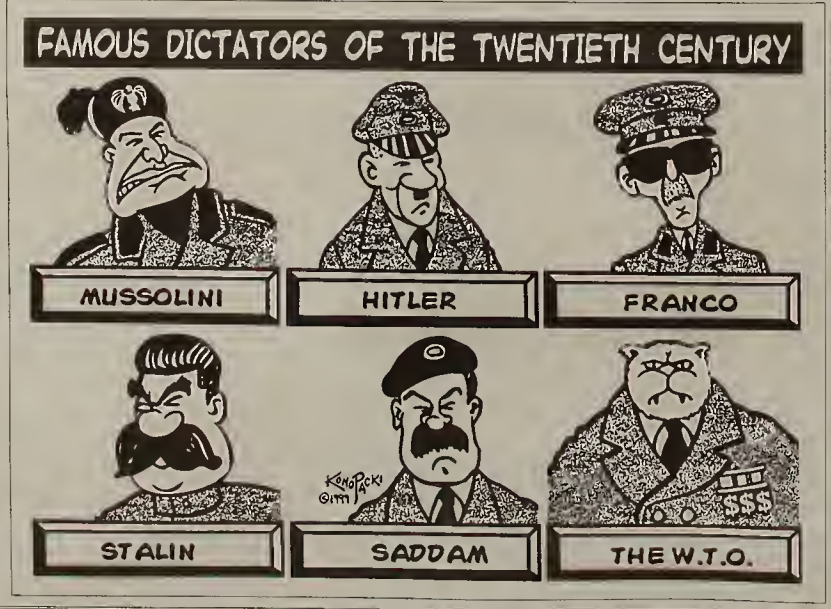
Moreover, "[a]lthough intended to be self-exclusive, commitments made by Canada in sectors such as telecommunication services as it deals with data processing services for instance, research and development, libraries, and professional services may affect education services and their delivery."

The authors conclude by raising concerns about the impact of this and future rounds of GATS negotiations, particularly in light of growing U.S. pressure to bring education more fully under the disciplines of the treaty.

"The broad coverage of GATS and the future outcome of current GATS negotiations will probably further affect education services in Canada, particularly if Canada chooses to make commitments in that sector.

"With the United States seeking removal of obstacles to trade in education sectors and other negotiating proposals to come, it is conceivable that Canada will make market access and national treatment commitments in this sector and in others." ■

The legal opinion was commissioned by the B.C. Teachers' Federation, the Canadian Union of Public Employees (B.C.), CAUT and the Canadian Federation of Students. The opinion is available at www.caut.ca.



President's Column

Canada's New Anti-Terrorism Bill is a Misguided Assault on Basic Freedoms

– CARTOON: WWW.SOLIDARITY.COM/KOCARTOONS –

By TOM BOOTH

CANADIANS were horrified by the violence on Sept. 11 in the United States. In the climate of fear that followed the attacks, the Canadian government has struggled to develop a response to these atrocities. Part of this response has been Bill C-36, the Anti-terrorism Act.

Sadly, this legislation is fundamentally misguided. The hope it provides is not to Canadians, but rather to the perpetrators of the attacks on the Pentagon and the World Trade Center. Bill C-36, like the events of Sept. 11, represents an assault on security and freedom.

One goal of those who planned and executed the violence of Sept. 11 is certain — to cause panic. In this regard they are succeeding. Bill C-36 is a hastily written and ill-conceived response arising not from wise council, but rather from the fear sown by the Sept. 11 perpetrators and, potentially, from those eager to advance their own political agendas on the events of that day.

The portion of the proposed legislation that attempts to define "terrorist activity" is illustrative of this panic.

"Terrorism" and "terrorist" are useful pejoratives, but as analytical terms they are essentially meaningless. At their core they reference the use of violence against civilians as a means to achieve political ends. Unfortunately, this definition captures behavior practiced at one time or another by most societies.

It is all but impossible to formulate a definition of terrorism that denotes the activities we wish to censure but excludes conduct we sanction. Nonetheless, the drafters of Bill C-36 have rushed forward on such a venture. The result, as voiced by the Canadian Bar Association and the Canadian Civil Liberties Association, is a definition of "terrorist activity" that encompasses a broad range of nonviolent civil disobedience, fails to distinguish between violence aimed at instruments of the state from violence that targets civilians, and fails to distinguish between legitimate and illegitimate use of violence against state instruments.

Bill C-36's definition of terrorist activity encompasses many peaceful tactics, for example picklets and blockades, that are regularly utilized by groups such as

If Bill C-36 is not amended, it will curtail legitimate dissent in Canada.

First Nations, unions and anti-globalization protestors. The legislation also defines as "terrorist activity" the armed response of peoples with legitimate grievances against state repression. Had this same legislation been in place in the not-so-distant past, Nelson Mandela, the African National Congress and their supporters in Canada would have been branded as terrorists.

If passed unamended, Bill C-36 will curtail legitimate dissent in Canada and provide comfort to the leaders of foreign states that repress the rights of their own or other populations. Equally frightening, in the context of this attempted definition of "terrorist activity," Bill C-36 contains provisions that allow the government to eliminate the right to silence, imprison people without charge, intercept private communication without judicial authorization, prohibit the disclosure of government information without review or appeal, and use secret evidence against groups and individuals.

While these provisions should alarm all Canadians, they raise particular concern in the academic community. Even before Sept. 11, a pattern of state conduct tantamount to criminalizing dissent has been apparent. Examples include the state suppression of peaceful student protest offensive to third world dictators at the APEC summit in Vancouver and the tear-gassing of peaceful student protestors at the FTAA summit in Quebec City. Academic freedom, fragile at the best of times, has also come under renewed attack, including instances of unjustifiable harassment of faculty members by state security forces.

The historical record shows that when such legislation is rushed through Parliament in the midst of panic, the damage to civil liberties and to the lives of individual Canadians can be substantial. As Ottawa considers how to respond to the events of Sept. 11, the sad history of the internment of Canadians of Japanese descent during the Second World War should be kept close in mind.

Now is the time to learn from history. We must act calmly and rationally. We must also protect the very civil liberties that are defining characteristics of the democratic society we want to defend. Bill C-36 in its current form does not do that. It must be revised.

Education Services Are Non Negotiable

A POWERFUL international coalition of universities in North America and Europe has issued a joint declaration calling on governments to keep education services off the table during trade negotiations now underway at the World Trade Organization in Geneva.

The Association of Universities and Colleges of Canada, the American Council on Education, the European University Association and the Council for Higher Education Accreditation say no country should make any commitments in education under the WTO's General Agreement on Trade in Services (GATS).

"Higher education exists to serve the public interest and is not a 'commodity'," the statement says. "Given this public mandate, authority to regulate higher education must remain in the hands of competent bodies as designated by any given country. Nothing in international trade agreements should restrict or limit this authority in any way."

The joint statement, issued to governments in September, also warns against the intentions of some countries, including Canada, to make commitments in the GATS only on "commercial" education services while protecting the public education system. The university associations endorsing the statement say it's impossible to draw a neat line between *public* and private providers.

"Public and private higher education systems are intertwined and interdependent. Therefore it is impossible to effectively separate out certain subsectors, e.g., adult education, or certain types of institutions, e.g., 'private providers,' for the purposes of the GATS without impacting other parts of the system," the statement reads. "It is extremely difficult to clearly define which education services are supplied strictly on a commercial basis due to the public-private mix in all systems and within many institutions of higher education."

The group warns the implications of including education in the GATS could be enormous.

"Very little is known about the consequences of including trade in education services in the GATS such as on the quality, access and equity of higher education, on domestic authority to regulate higher education systems and on public subsidies for higher education. The potential risks ... could be very significant."

The statement also confirms CAUT's long-standing concerns that the general exemption for public services in the GATS remains ambiguous and open to conflicting interpretations.

"[H]istory shows that exemptions to international agreements such as the GATS tend to be interpreted narrowly by trade dispute panels. For these reasons, it seems unrealistic to assume that public education at the tertiary level is exempted from the GATS," the statement concludes.

CAUT president Tom Booth said he is pleased that university administrators agree the GATS poses significant dangers to post-secondary education in Canada and abroad.

"There seems to be a broad consensus emerging within our sector that bringing education into trade deals like GATS would seriously jeopardize the public mandate of universities and colleges," he said. "Right now, the challenge is to make sure governments and our trade negotiators get that message." ■

MIT Rejects Entrepreneurial Model

WORRIES that online education can adversely affect faculty workload and quality prompted the Massachusetts Institute of Technology to create an electronic database of course materials freely accessible to anyone, says Steven Lerman, director of MIT's Center for Educational Computing Initiatives.

Speaking before an international conference on online education in Montreal in November, Lerman said MIT considered developing its own online program but instead opted to use new technologies to "enhance the core educational experience, rather than to extend our reach into new markets."

The conference, sponsored by CAUT, the Canadian Federation of Students, the American Association of University Professors, the Fédération québécoise des professeures et professeurs d'université and the Fédération étudiante universitaire du Québec, brought together almost 200 delegates from across North America to consider the impact of online education on faculty and students.

Many universities and colleges in Canada and around the world have been rushing to develop online courses often with the intent of reaping new revenues, but conference delegates heard that MIT has decided not to join the ranks of "virtual" universities.

Lerman explained that MIT's initiative "Open Courseware" will not offer online instruction, but just provide the materials that faculty members use.

"We've always drawn a distinction between the materials we teach and the actual teaching. The materials really aren't that important," Lerman said. "If you fail to make that distinction, you might as well send students a package of textbooks, telling them to read them for a year, and then asking them to give the university $30,000 for the experience."

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La grève se poursuit à Laval

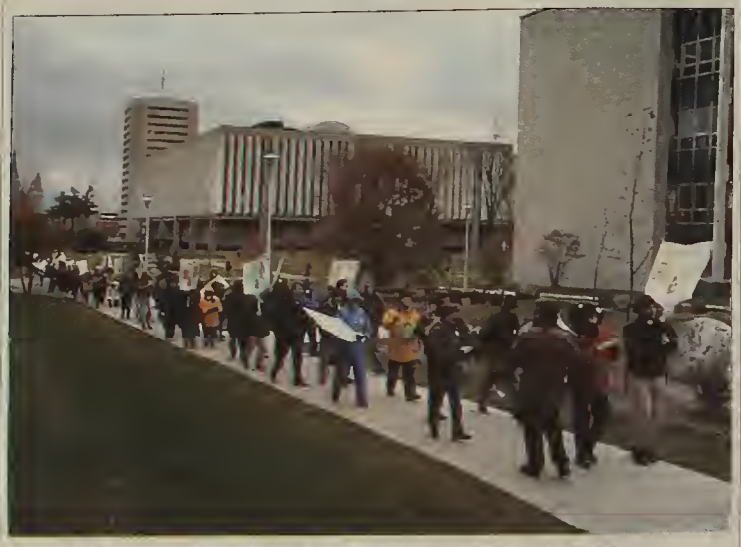

PHOTO: ROGER THÉRAULT

Message du SPUL à l'employeur — Les professeurs ... sont une valeur, des réductions ... pas question.

MALGRÉ des négociations intensives pendant la semaine du 29 octobre au 2 novembre, le Syndicat des professeurs et professeures de l'Université Laval et les représentants de l'employeur n'ont pas réussi à en venir à une entente.

Avant cette ronde de négociations, les quelquel 200 membres du syndicat ont fait une grève intermittente les 11, 15, 18, 22 et 25 octobre.

« La semaine avait bien débuté », a dit le président du SPUL, Claude Banville. « La partie patronale reconnaissait enfin, après deux ans et 55 rencontres de négociation, la justesse des positions du SPUL sur les enjeux majeurs de la négociation. Des accords ont été établis à la suite d'échanges constructifs. »

Selon M. Banville, l'employeur semblait se rallier largement à la vision de l'université mise de l'avant par le Syndicat, notamment sur la nécessité d'un plancher d'emploi et de salaires concurrentiels et le rôle prépondérant des professeures et professeurs dans la vie universitaire.

« La discussion sur l'ensemble des clauses à incidence monétaire a cependant mis en évidence l'intransigeance de l'employeur », a dit M. Banville. « Les gains sur le normatif coûteraient aux professeures et professeurs 50 millions de dollars qui seraient prélevés dans leur caisse de retraite. »

Les enseignants réclament des augmentations de salaire, un rattrapage pour les années de gel (1992-1999) ainsi que la contribution de la partie patronale au fonds de retraite.

L'écart entre les deux parties est encore très important et, selon le Comité exécutif du SPUL, la partie patronale n'a toujours pas fait preuve de l'ouverture requise pour en arriver à une entente dans les délais raisonnables.

En conséquence, le Comité exécutif du SPUL, suivant la recommandation du Comité d'appui et de stratégie a maintenu sa décision de décréter des jours de grève les 5, 6, 7 et 8 novembre 2001.

Les membres en grève ont droit à des prestations venant de la Caisse de défense de l'ACPPU.

La convention collective actuelle est venue à échéance le 30 novembre 1999. ■

Report Vindicates Olivieri

☞ From PAGE A1

freedom, as well as principles of research and clinical ethics.

• Health Canada should review the current regulation of health research and make appropriate changes to protect the public interest and the rights of patients who volunteer to be subjects of research.

• The university and the hospital should provide redress to Olivieri for the unfair treatment she has received.

Committee member Jocelyn Downie said tougher new national standards governing clinical research are desperately needed to replace the patchwork of different rules that currently exist.

"Conflicts of interest are not being properly dealt with through current rules and regulations governing research," she stated. "The safeguards we have now aren't working."

The report also calls on the hospital and the university to address inappropriate conduct by certain individuals and committees. It details instances of false and misleading testimony presented to reviews established by the hospital, and cases where researchers published favorable findings on Apotex's drug, but failed to disclose their funding support by the company. Failures by hospital administrators and committees to provide due process are documented.

"One critical lesson to be learned is that it's essential medical faculty be given the same rights of academic freedom as all other faculty members," Booth said. "Without that protection and guarantee of independence, the integrity of clinical research will be compromised and the public interest will suffer."

Rhonda Love, president of the University of Toronto Faculty Association, welcomed the report, and said it's timely given the University of Toronto is currently in negotiations with its teaching hospitals over an alternative funding arrangement that would strip clinical faculty of academic freedom.

"If this arrangement is concluded, the Olivieri case could be the tip of a very big iceberg," Love said.

The report also criticizes CAUT for not acting quickly enough to defend Olivieri after first learning of the details of the case.

"We recognize we have to change the way we deal with cases involving violations of academic freedom," Booth admitted. "We will be acting more quickly and more aggressively to defend academic freedom."

He said CAUT will use the report to campaign for fundamental reforms to ensure university researchers are freed from the influence of special interests.

"As a first step, universities and teaching hospitals should prohibit any contracts and agreements with industry sponsors that in any way prevent researchers from disclosing risks to the public," he said. Adding that "Health Canada should mandate that no clinical researcher ever be required to give up the duty to disclose risks to patients." ■

The committee of inquiry was established in 1999 by CAUT. While appointed by CAUT, members of the committee agreed to serve without remuneration and only on condition they would be independent of CAUT and any other person and organization.

The committee's 500 page report is available at www.caut.ca. *The Olivieri Report*, published by James Lorimer & Company Ltd, is also available in bookstores, or through Formac Distributing, details on page A11.

Les Canadiens encouragent les dépenses publiques

LES deux tiers de la population canadienne désirent un plus grand investissement du gouvernement fédéral dans l'éducation et la création d'emplois directs pour relancer l'économie chancelante, révèle le dernier sondage mené par la maison de sondage Decima pour le compte de l'ACPPU.

Selon près de 37 p. 100 des personnes interrogées, le meilleur moyen de stimuler l'économie et d'améliorer le bien-être de la population est que le gouvernement fédéral investisse davantage dans l'éducation et la formation professionnelle. Un peu plus de 30 p. 100 estime que la création d'emplois directs par le gouvernement réussirait à sortir l'économie de son ralentissement tandis que 24 p. 100 optent pour des réductions d'impôt. En outre, 6 p. 100 croient que le gouvernement fédéral devrait négocier plus d'accords de libre-échange.

« Les Canadiennes et les Canadiens s'inquiètent de l'état de l'économie et veulent une intervention du fédéral pour redresser la situation », déclare le président de l'ACPPU, Tom Booth. « Il faudra une intervention positive du gouvernement fédéral pour freiner le repli économique. »

M. Booth se dit troublé par les déclarations récentes du ministre des Finances Paul Martin laissant entendre que le gouvernement fédéral est réticent à mettre en œuvre un train de mesures pour stimuler l'économie ou pour investir davantage dans la santé et l'éducation.

« Ce n'est pas le moment pour le gouvernement de se croiser les bras », affirme M. Booth. « En particulier depuis les attentats terroristes aux États-Unis, nous risquons fort de sombrer dans une grave récession. »

Bien que l'économie ait montré des signes de faiblesse bien avant le 11 septembre, les attentats terroristes aux États-Unis ont amené les pronostiqueurs à diminuer sérieusement leurs prévisions de croissance. Une croissance plus faible que prévu devrait grever les finances publiques, le surplus combiné de 30 milliards de dollars affiché par les gouvernements fédéral et provinciaux l'année dernière pouvant se transformer en un déficit de 8 milliards de dollars d'ici l'année prochaine.

M. Booth prédit que les provinces seront les plus durement touchées et que le gouvernement fédéral affichera un surplus de plus de 7 milliards au cours de l'exercice actuel, qui s'ajoute au surplus de 17 milliards enregistré l'année dernière.

« Le gouvernement fédéral jouit encore d'une grande marge de manoeuvre. Il ne peut sérieusement prétendre que le coffre est vide. »

Le sondage révèle que plus de 60 p. 100 des Canadiennes et Canadiens veulent que le fédéral augmente ses dépenses dans les programmes sociaux dans le budget qu'il déposera en décembre. Au total, 57 p. 100 désirent que le fédéral accroisse ses dépenses au titre des universités et des collèges. En comparaison, seulement 18 p. 100 des personnes interrogées préfèrent plus de réductions d'impôt et 19 p. 100 estiment qu'il faudrait se consacrer à la réduction de la dette publique.

Ce n'est pas le moment pour le gouvernement de se croiser les bras.

Le sondage a également demandé aux parents d'enfants de moins de 17 ans si la possibilité que leurs enfants ne fréquentent pas une université ou un collège les inquiétait. Près de 60 p. 100 des personnes interrogées ont répondu qu'elles étaient inquiètes ou très inquiètes. De ce nombre, 68 p. 100 ont dit que le coût était la principale pierre d'achoppement et pourrait empêcher leurs enfants de poursuivre des études.

« Les parents se demandent avec beaucoup d'inquiétude si leurs enfants pourront aller à l'université ou au collège », soutient M. Booth. « Les gouvernements de toutes les allégeances ne cessent de leur dire que les jeunes doivent s'instruire s'ils veulent survivre dans le marché de l'emploi actuel. Pourtant, très peu de gouvernements sont disposés à appuyer ce discours par des gestes concrets qui rendraient les collèges et les universités plus accessibles. »

Parmi les électeurs décidés, l'appui aux Libéraux fédéraux à l'échelle nationale demeure élevé, obtenant 57,8 p. 100 de la faveur des répondants au sondage. Le Parti progressiste-conservateur se classe loin au deuxième rang avec 11,8 p. 100 tandis que le NPD récolte 9,7 p. 100 se hissant au troisième rang, devant l'Alliance canadienne (8,2 p. 100). Au Québec, les Libéraux fédéraux obtiennent 57 p. 100 de l'appui des répondants contre 30 p. 100 des électeurs décidés pour le Bloc Québécois. ■

Les résultats se fondent sur un sondage téléphonique effectué entre le 17 et le 26 septembre auprès de 2 000 adultes et sont exacts à plus ou moins 2 %, 19 fois sur 20.

Traduit de l'article « Spend to Stimulate the Economy ».

Le mot du président

Mal avisé, le projet de loi porte atteinte aux libertés fondamentales

Par TOM BOOTH

LES évènements violents du 11 septembre survenus aux États-Unis ont horrifié la population canadienne. Dans le climat de peur qui s'est installé après les attentats, le gouvernement canadien s'est acharné à élaborer une riposte à ces atrocités qui a pris la forme, en partie, du projet de loi antiterroriste C-36.

Malheureusement, ce projet de loi est fondamentalement mal avisé. Il suscite des espoirs non pas pour les Canadiennes et les Canadiens mais pour les auteurs des attentats contre le Pentagone et le World Trade Center. Le projet de loi C-36, à l'instar des évènements du 11 septembre, porte atteinte à la sécurité et à la liberté.

Les personnes qui ont planifié et exécuté les actes violents du 11 septembre visaient le même objectif, soit semer la panique, et elles ont réussi. Rédigé dans la hâte, ce projet de loi mal conçu n'est pas le fruit d'une mûre réflexion mais plutôt d'une réaction à la peur engendrée par les auteurs des attentats et, peut-être, de personnes impatientes de faire progresser leur propre programme politique en fonction des évènements de cette journée.

La partie du projet de loi qui tente de définir « l'activité terroriste » illustre bien cette panique.

Les mots « terrorisme » et « terroriste » sont des péjoratifs utiles mais, d'un point de vue analytique, ils ne veulent rien dire. À la base, ils font référence à l'usage de la violence contre des civils à des fins politiques. Hélas, cette définition saisit un comportement pratiqué par la plupart des sociétés à un moment donné.

Il est impossible de formuler une définition du terrorisme qui saisisse le sens de l'activité que nous voulons censurer mais qui exclut la conduite que nous sanctionnons. Néanmoins, les rédacteurs du projet de loi ont travaillé dans l'urgence de produire des résultats, ce qui a donné, comme l'ont fait remarqué l'Association du Barreau canadien et l'Association canadienne des libertés civiles, une définition de « l'activité terroriste » qui englobe un vaste éventail d'actes de désobéissance civile non violents. Cette définition ne fait pas la distinction entre la violence visant des organes de l'État et la violence ciblant des civils. Elle ne distingue pas non plus entre l'usage légitime et illégitime de la violence contre des organes de l'État.

La définition de l'activité terroriste du projet de loi englobe de nombreuses tactiques pacifiques, notamment les piquets de grève et les barrages qui sont régulièrement utilisés par les Premières nations, les syndicats et les manifestants antimondialisation entre autres. Le projet de loi définit en outre comme « activité terroriste » la réaction armée de personnes, dont les récriminations sont légitimes, contre la répression de l'État. Si ce projet de loi avait été adopté il n'y a pas si longtemps, on aurait donné à Nelson Mandela, au Congrès national africain et à leurs partisans l'étiquette de terroristes.

Si ce projet de loi est adopté sans modification, il réduira la dissension légitime au Canada et confortera les chefs des états étrangers qui répriment les droits de leur population ou ceux d'autres peuples. Dans le contexte de cette tentative de définir « l'activité terroriste », il est tout aussi effrayant de constater que le projet de loi C-36 prévoit des dispositions permettant au gouvernement de supprimer le droit au silence, d'emprisonner des gens sans chef d'accusation, d'intercepter des communications personnelles sans autorisation judiciaire, d'interdire la divulgation de renseignements gouvernementaux sans révision ou appel et d'utiliser des preuves secrètes contre des groupes et des individus.

Bien que ces dispositions doivent inquiéter tous les Canadiens et Canadiennes, elles suscitent particulièrement des préoccupations chez les universitaires. Même avant le 11 septembre, l'État a fait preuve d'un comportement équivalant à criminaliser la dissension. À preuve, l'État a réprimé l'offensive pacifique de manifestants étudiants contre des dictateurs du tiers monde lors du sommet de l'APEC à Vancouver ou a lancé des gaz lacrymogènes sur des étudiants manifestant pacifiquement au sommet de la ZLEA à Québec. La liberté universitaire, fragile aux meilleurs moments, fait également face à de nouvelles attaques, dont le harcèlement injustifié de professeurs par les forces de sécurité de l'État.

Les expériences passées montrent que, lorsqu'une loi est amenée au parlement dans la hâte et dans un climat de panique, les libertés civiles et la vie des citoyens canadiens peuvent subir des torts considérables. Alors que le fédéral réfléchit à sa riposte aux évènements du 11 septembre, l'internement, de triste mémoire, de Canadiens d'origine japonaise pendant la Seconde Guerre mondiale devrait demeurer à l'esprit.

Il est maintenant temps de tirer des leçons de l'histoire. Nous devons agir calmement et de manière rationnelle. Nous devons aussi protéger les libertés civiles qui définissent le caractère de la société démocratique que nous voulons défendre. Dans sa forme actuelle, le projet de loi C-36 ne le fait pas. Il doit être révisé.

Traduit de l'article « Canada's New Anti-Terrorism Bill is a Misguided Assault on Basic Freedoms ».

Spend to Stimulate the Economy

TWO-THIRDS of Canadians want the federal government to spend more on education and direct job creation to kick start the ailing economy, according to the latest poll conducted for CAUT by Decima Research Inc.

Nearly 37 per cent of those polled said the best way for Ottawa to help stimulate the economy and enhance the well-being of Canadians is for more investment in education and skills training. More than 30 per cent thought direct government job creation would best lift the economy out of its decline, while 24 per cent chose tax cuts and 6 per cent said the federal government should negotiate more free trade agreements.

"Canadians are understandably worried about the state of the economy and want Ottawa to intervene to help offset the slide we're in," said CAUT president Tom Booth. "It's going to take some positive intervention by the federal government to keep the economic downturn from getting worse."

Booth said he is disturbed over statements made in recent weeks by Finance Minister Paul Martin who is suggesting Ottawa is reluctant to implement any economic stimulus package or to make any further investments in health and education.

"Now is not the time for the government to be sitting on its hands," Booth said. "Particularly in the wake of the terrorist attacks in the United States, we're in real danger of sliding into a serious recession."

While signs of weakness in the economy appeared well before Sept. 11, the terrorist attacks in the U.S. have led all forecasters to drastically downgrade their projections for growth. Weaker than expected growth is expected to put serious strain on government finances, with the combined $30 billion surpluses posted by the federal and provincial governments last year expected to turn into an $8 billion deficit by next year.

Booth predicts the provinces will be the hardest hit, but Ottawa will still post a surplus of more than $7 billion in the current fiscal year. That follows on the heels of a $17 billion surplus recorded last year.

"The federal government still has a lot of fiscal manoeuvring room. They can't seriously claim the cupboard is bare," he said.

The poll found that more than 60 per cent of Canadians want Ottawa to focus on boosting spending on social programs in the upcoming budget to be presented in December. In total, 57 per cent want Ottawa to increase spending on universities and colleges. That compares with just 18 per cent who prefer more tax cuts and 19 per cent who feel the focus of the budget should be on reducing the public debt.

The poll also asked parents of children under 17 if they were worried their children may not be able to attend a university or college. Nearly 60 per cent of respondents said they were concerned or very concerned, and of those, 68 per cent cited cost as the main stumbling block that would likely prevent their children from continuing their education.

"Parents have a deep anxiety about whether their children will be able to go on to university or college," Booth said. "Governments of all political stripes keep telling them that young people have to get an education in order to survive in today's job market. Yet, very few governments are willing to back up that rhetoric with a real commitment to make our colleges and universities more accessible."

National support for the federal Liberals among decided voters continues to remain strong at 57.8 per cent, according to the poll. The Progressive Conservative Party remains far behind in second place at 11.8 per cent, while the NDP at 9.7 per cent has now moved ahead of the Canadian Alliance (8.2 per cent) for third spot. In Quebec, the federal Liberals enjoy the support of 57 per cent of those polled, while the Bloc Québécois has the support of about 30 per cent of decided voters. ■

The poll results are based on a telephone survey of 2,000 adults conducted Sept. 17-Sept. 26, and are considered accurate within ±2 per cent, 19 times out of 20. Full results of the poll are available at www.caut.ca.

La fin de la grève de l'UMFA

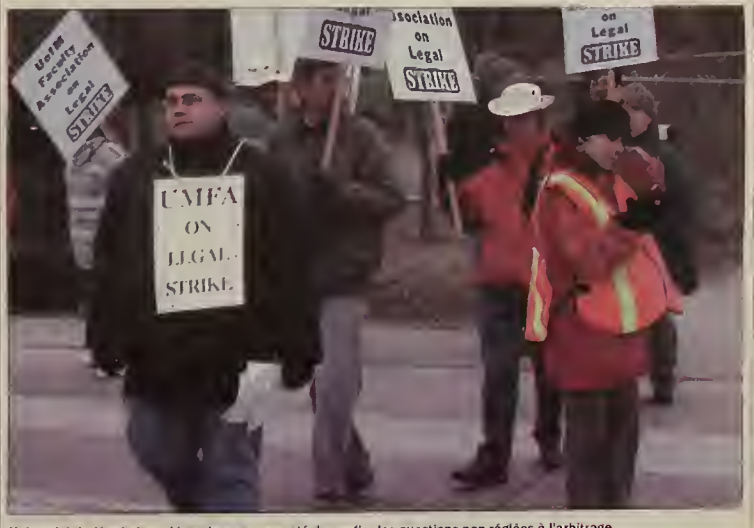

PHOTO: TROY BECKWARD

Université du Manitoba — L'employeur a accepté de confier les questions non réglées à l'arbitrage.

LE 26 octobre, les cours ont repris à l'Université du Manitoba après une grève de quatre jours des professeurs et des bibliothécaires.

La grève, déclenchée par plus de 1 000 membres de l'University of Manitoba Faculty Association et portant sur les salaires et les avantages sociaux, a pris fin lorsque l'association a réussi à convaincre l'administration de soumettre les points non réglés à l'arbitrage.

« Nous sommes convaincus que notre position est juste et raisonnable et nous sommes disposés à confier notre cause à une tierce partie neutre », a déclaré Robert Chernomas, le négociateur en chef de l'UMFA.

Les 27 et 28 octobre, l'association des professeurs et l'administration ont exposé leur position respective à Me Martin Freedman, un avocat de Winnipeg.

Les parties ont convenu que la décision de l'arbitre ait force exécutoire pour les deux équipes de négociation qui recommanderont la ratification de la convention collective à leurs commettants. Me Freedman devrait déposer son rapport dans environ six semaines. ■

Traduit de l'article « Strike Ends at Manitoba ».

L'éducation n'est pas négociable

UNE puissante coalition internationale d'universités nord-américaines et européennes ont rendu publique une déclaration conjointe demandant aux gouvernements d'écarter les services d'éducation des négociations commerciales présentement en cours à l'Organisation mondiale du commerce à Genève.

L'Association des universités et collèges du Canada, l'American Council on Education, l'Association Européenne de l'Université et le Council for Higher Education Accreditation estiment qu'aucun pays ne devrait prendre d'engagements dans le secteur de l'éducation dans le cadre de l'Accord général du commerce des services (AGCS) de l'OMC.

Selon les auteurs de la déclaration conjointe « la raison d'être de l'enseignement supérieur est de servir l'intérêt public et ne constitue pas une « marchandise ». Face à ce mandat public, le pouvoir de réglementer l'enseignement supérieur doit demeurer la prérogative des instances compétentes désignées de n'importe quel pays. Rien dans les accords internationaux du commerce ne devraient restreindre ou limiter ce pouvoir. »

La déclaration conjointe, transmise aux gouvernements en septembre, met également en garde contre les intentions de certains pays, dont le Canada, de prendre des engagements dans le cadre de l'AGCS seulement pour les services d'éducation « commerciaux » tout en protégeant le système d'éducation publique. Les associations d'universités affirment qu'il est impossible d'établir une distinction nette entre les fournisseurs publics et privés.

« Les systèmes d'enseignement supérieur publics et privés sont enchevêtrés et interdépendants. Par conséquent, pour les besoins de l'AGCS, il est impossible de séparer effectivement certains sous-secteur, p. ex. l'éducation des adultes, ou certains types d'établissements, p. ex. les « fournisseurs privés », sans provoquer de conséquences sur d'autres parties du système », lit-on dans la déclaration. « Il est extrêmement difficile de définir clairement les services d'éducation fournis strictement sur une base commerciale à cause de la combinaison des facteurs publics et privés dans tous les systèmes et au sein de nombreux établissements d'enseignement supérieur. »

De plus, les associations d'universités préviennent que les conséquences de l'inclusion des services d'éducation dans l'AGCS pourraient être énormes.

« L'on connaît très peu les conséquences de l'inclusion des services d'éducation dans l'AGCS sur des éléments comme la qualité, l'accès et l'équité de l'enseignement supérieur, sur le pouvoir national de réglementer les systèmes d'enseignement supérieur et sur les subsides publics consacrés à l'enseignement supérieur. Les risques potentiels [...] pourraient être très importants. »

La déclaration confirme en outre les préoccupations que l'ACPPU fait valoir depuis longtemps selon lesquelles l'exemption générale pour les services publics dans le cadre de l'AGCS demeure ambiguë et exposée à des interprétations contradictoires.

« [L']histoire montre que les tribunaux commerciaux interprètent étroitement les exemptions aux accords commerciaux comme l'AGCS. Pour ces raisons, il ne semble pas réaliste de présumer que l'éducation publique du niveau tertiaire échappe à l'AGCS », concluent les associations dans leur déclaration.

Le président de l'ACPPU, Tom Booth, se félicite que les administrateurs universitaires conviennent que l'AGCS pose un danger considérable pour l'enseignement postsecondaire au Canada et ailleurs.

« Un large consensus semble se dégager au sein de notre secteur. L'inclusion des services d'éducation dans des accords commerciaux comme l'AGCS mettraient gravement en péril le mandat public des universités et des collèges », maintient-il. ■

Traduit de l'article « Education Services Are Non Negotiable ».

MIT Rejects Entrepreneurial Model

☞ From PAGE A3

He also said MIT's decision was partly motivated by concerns that online education would impose added costs on the university. "There just isn't any money to be made from online education. Either you have to provide junk — low-quality education materials — which no good university wants to do, or the costs of delivering good online education actually wind up being higher than traditional face-to-face teaching."

MIT faculty members also expressed concern that online education would increase their workload and create a "two-tiered" faculty, with one group focussed on distance education and teaching and the other centred on campus and focussed on research.

"Faculty time is a limited resource. The evidence is pretty clear that online teaching increases the workload and takes time away from research — something the faculty at MIT who value both research and teaching would be extremely uncomfortable doing," Lerman said.

The Open Courseware project will see MIT endeavour to put all course content into a web-based format. Participation by faculty members will be voluntary. The entire courseware web site, including the programming code, will be open and available to the public.

"Open Courseware is not a distance education initiative," Lerman stressed. "It is an effort to enhance on-campus education and to support the activities of our faculty."

CAUT executive director Jim Turk praised the Open Courseware project, saying his biggest worry is that many Canadian institutions are still blindly embracing online education as a way to make money. That, he added, is diverting resources away from other needs.

"What we're concerned about is the notion that many universities looking at online education are only looking at dollar signs," Turk said. "From the beginning we thought that would undercut the quality of education. MIT has now shown those dollars just aren't there."

Turk added the conference demonstrated there is concern among faculty and students that online education could change the nature of academic work and replace the face-to-face interaction that is a critical part of the learning process.

"Online technologies can be useful, but they aren't a substitute," he said. ■

Selon une opinion juridique, l'AGCS menace l'éducation

D'APRÈS une opinion juridique rendue publique ce mois-ci par l'ACPPU et une coalition de groupes et de syndicats de l'enseignement, les présentes négociations sur la libéralisation du commerce à Genève, sous l'égide de l'Organisation mondiale du commerce (OMC), mettent en péril le système d'éducation publique du Canada.

« L'opinion ne laisse aucun doute quant à l'insuffisance des protections actuelles de l'OMC pour l'éducation et d'autres services publics », a déclaré le président de l'ACPPU, Tom Booth. « Toute la stratégie de négociation du gouvernement canadien est mise en question. »

Les représentants canadiens et les défenseurs de l'Accord général sur le commerce des services (AGCS) de l'OMC soutiennent que l'éducation et d'autres services publics comme la santé sont exclus du traité. Toutefois, d'après l'opinion juridique rédigée par le cabinet international d'avocats Gottlieb Pearson, cette protection n'est pas claire et sera interprétée de manière restreinte. Cette conclusion contredit explicitement la position du Canada et va à l'encontre des déclarations des représentants de l'OMC, notamment le directeur général Michael Moore.

« L'éducation, au lieu d'être exclue, est déjà plus exposée à l'AGCS que nous le voudrions », a poursuivi M. Booth. « Le champ d'application du traité est si vaste qu'il s'étend même aux commissions scolaires. »

Un spécialiste du commerce estime que l'opinion juridique devrait secouer les Canadiens et les Canadiennes.

Selon Scott Sinclair, attaché de recherches principal au Centre canadien de politiques alternatives, l'opinion « prouve que la soi-disant exclusion de l'AGCS des services gouvernementaux est déficiente et que l'on ne peut pas s'y fier pour protéger les services publics. Si le gouvernement canadien a sérieusement l'intention de protéger le système d'éducation publique, il doit obtenir des changements concrets pour que les services publics soient réellement exclus de la table de négociation ».

Les auteurs établissent que les services gouvernementaux sont définis de manière très restreinte dans le texte de l'AGCS, comme tout service qui n'est fourni ni sur une échelle commerciale ni en concurrence avec un ou plusieurs fournisseurs. Si un service public est fourni sur une base commerciale, ou s'il existe d'autres fournisseurs non gouvernementaux, il est assujetti à l'AGCS.

On y souligne également que la commercialisation grandissante de l'éducation au Canada permet difficilement de faire une distinction nette entre les services strictement fournis sur une échelle commerciale et ceux fournis sur une base concurrentielle et commerciale.

Les auteurs estiment que la rareté des fonds publics amènent des universités publiques et des écoles secondaires à offrir des programmes d'éducation permanente selon une politique de recouvrement des coûts et à élaborer des ententes novatrices entre des entités publiques et privées.

De l'avis de M. Booth, le système d'éducation publique du Canada court un bien plus grand danger que beaucoup de gens semblent le croire. « L'éducation au Canada, qui est subventionnée à la fois par des fonds privés et publics et qui est fournie par plusieurs sortes d'établissements, qu'ils soient publics, à but lucratif ou non lucratif, n'est pas entièrement protégée de l'exclusion générale », a-t-il expliqué. « Cela contredit directement les assurances des hauts fonctionnaires du commerce. »

Si l'AGCS s'appliquait entièrement à l'éducation, certaines mesures seraient en péril croit M. Booth, notamment :

- la préférence pour des candidats locaux, à l'exemple de l'exigence actuelle d'embaucher en priorité des citoyens canadiens et des immigrants reçus à des postes de professeurs d'université;
- l'exigence d'offrir un contenu local, comme dans le cas de l'utilisation obligatoire de manuels canadiens dans les écoles publiques;
- la restriction des « subventions à la consommation », comme dans le cas des prêts aux étudiants et des bourses accordés seulement aux citoyens canadiens et aux immigrants reçus;
- les subventions de recherche limitées aux citoyens canadiens et aux immigrants reçus seulement;
- le pouvoir de conférer des grades restreint aux établissements d'enseignement canadiens seulement;
- les subventions publiques restreintes aux établissements canadiens et à but non lucratif seulement.

M. Booth a en outre soutenu que la position de négociation du Canada aggravait les menaces pesant sur l'éducation publique. Il a en effet fait savoir qu'il songeait à ajouter des engagements s'appliquant aux services d'enseignement privés et qu'il tenterait de le faire.

« Vous ne pouvez ériger un mur coupe-feu entre les systèmes publics et privés », a déclaré M. Booth. « La ligne est floue entre les deux. Si vous prenez des engagements pour l'enseignement privé, vous menacez davantage le système public. Les négociateurs canadiens devraient tenter d'obtenir une protection permanente pour les services publics mixtes comme l'éducation. »

Les auteurs de l'opinion juridique préviennent également que les engagements du Canada dans d'autres secteurs pourraient avoir de profondes répercussions sur le système d'éducation. Ils estiment que même si le Canada n'a pas pris d'engagement précis dans le domaine des services éducatifs, les engagements pris dans d'autres secteurs pourraient avoir une incidence sur les services éducatifs ainsi que sur la prestation de services liés à des produits comme les manuels de cours ou les didacticiels. »

De plus, selon les auteurs, les engagements pris par le Canada dans des secteurs tels les services de télécommunications (les services de traitement de texte par exemple), la recherche et le développement, les bibliothèques et les services professionnels visent à l'auto-exclusion. Cependant, ils peuvent toucher les services éducatifs et leur prestation.

Les auteurs terminent leur opinion en faisant part de leurs craintes quant aux répercussions des présentes négociations de l'AGCS et des suivantes, en particulier à la lumière des pressions croissantes de la part des États-Unis pour que l'éducation s'intègre davantage aux disciplines du traité.

« Le vaste champ d'application de l'AGCS et les résultats futurs des présentes négociations toucheront probablement davantage les services éducatifs au Canada, surtout si le Canada choisit de prendre des engagements dans ce secteur. Compte tenu du fait que les États-Unis cherchent à supprimer les obstacles commerciaux dans les secteurs de l'éducation et d'autres projets futurs de négociation, on peut concevoir que le Canada prendra des engagements pour ouvrir le marché et pour le traitement national dans ces secteurs et dans d'autres. » ■

L'opinion juridique a été commandée par la B.C. Teachers' Federation, le Syndicat canadien de la fonction publique (C.B.), l'ACPPU et la Fédération canadienne des étudiantes et étudiants.

Traduit de l'article « Education at Risk in WTO Talks ».

Dre Olivieri défendue

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à divulguer les risques aux patients et aux sujets participant à des recherches », a soutenu Patricia Baird, membre du comité. « Ils avaient la responsabilité de protéger l'intérêt public et la liberté universitaire contre les gestes excessifs posés par Apotex, mais ils ne l'ont pas fait. »

L'ACPPU demande à l'hôpital des enfants malades, à l'Université de Toronto et à Santé Canada de donner suite immédiatement aux recommandations du comité d'enquête.

« La gravité de cette affaire commande une action immédiate », a déclaré James Turk, directeur général de l'ACPPU. « Il ne faut plus que les devoirs éthiques des chercheurs, la liberté universitaire, les droits des patients et l'intérêt public soient de nouveau compromis ainsi. »

Le comité formule 31 recommandations dans son rapport, notamment :

• Les contrats avec des entreprises subventionnant la recherche clinique ne devraient jamais empêcher les chercheurs d'informer des risques les patients ou la collectivité universitaire.

• Toutes les universités et les hôpitaux universitaires affiliés devraient mettre en place des politiques et des pratiques efficaces pour protéger la liberté universitaire ainsi que les principes de la recherche et l'éthique clinique.

• Santé Canada devrait examiner les règlements actuels sur la recherche dans le domaine de la santé et les modifier en conséquence afin de protéger l'intérêt public et les droits des patients qui volontairement participent à la recherche.

• L'université et l'hôpital devraient accorder réparation à la Dre Olivieri pour le traitement injuste qu'elle a subi.

Selon Jocelyn Downie, membre du comité d'enquête, il faut absolument de nouvelles normes nationales plus rigides régissant la recherche clinique pour remplacer la diversité de règles qui existe actuellement.

« Les règles et les règlements actuels régissant la recherche ne traitent pas bien des conflits d'intérêts », a-t-elle soutenu. « Les protections ne sont pas efficaces. »

Les auteurs du rapport demandent également à l'hôpital et à l'université de s'occuper de la conduite inappropriée de certaines personnes et de comités. Il donne des exemples de témoignages faux et trompeurs devant les comités d'examen formés par l'hôpital et des cas où des chercheurs ont publié des conclusions favorables au sujet du médicament d'Apotex mais qui n'ont pas divulgué l'aide financière qu'ils recevaient de la société. Ils font la preuve également que des administrateurs et des comités de l'hôpital n'ont pas offert de recours équitable.

« La leçon à tirer de cette affaire est qu'il est essentiel de consentir aux professeurs de médecine le même droit à la liberté universitaire que tous les autres professeurs. Sans cette protection et la garantie d'indépendance, l'intégrité de la recherche clinique sera compromise au détriment de l'intérêt public », a déclaré M. Booth.

Rhonda Love, présidente de l'University of Toronto Faculty Association, a accueilli le rapport avec satisfaction et a affirmé qu'il tombait à point étant donné que l'Université de Toronto négocie présentement avec ses hôpitaux universitaires un mode optionnel de financement qui dépouillerait les professeurs de clinique de leur liberté universitaire.

Si cette entente se conclut, l'affaire Olivieri sera la partie immergée d'un très gros iceberg », a-t-elle poursuivi.

Le rapport critique également l'ACPPU pour ne pas avoir pris assez rapidement la défense de la Dre Olivieri après avoir eu connaissance de l'affaire.

« Nous reconnaissons que nous devons modifier nos méthodes de traitement des cas de violation de la liberté universitaire », a admis M. Booth. « Nous agirons plus rapidement et plus énergiquement à l'avenir pour défendre la liberté universitaire. »

Il a ajouté que l'ACPPU utiliserait le rapport pour promouvoir des réformes fondamentales qui libéreraient les chercheurs d'université de l'influence d'intérêts particuliers. « Dans un premier temps, les universités et les hôpitaux universitaires devraient interdire les contrats et les ententes avec des bailleurs de fonds de l'industrie qui empêchent les chercheurs de divulguer des risques au grand public », a dit M. Booth. « Santé Canada devrait demander qu'aucun chercheur de clinique ne soit tenu d'abandonner le devoir de divulguer des risques à leurs patients. » ■

L'ACPPU a mis sur pied le comité d'enquête en 1999. Bien que nommés par l'ACPPU, les membres du comité ont accepté d'y siéger sans être rémunérés et à la seule condition d'être indépendants de l'ACPPU et d'autres personnes ou organismes.

Le rapport de 500 pages est affiché sur le site www.caut.ca. Intitulé *The Olivieri Report*, le rapport est publié par la maison d'édition James Lorimer & Company Ltd. Il est possible de se le procurer dans les librairies ou par l'entremise de Formac Distributing (1-800-565-1975).

Traduit de l'article « Report Vindicates Dr. Nancy Olivieri ».

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Censured Administrations in the United States

AAUP

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE *PENNSYLVANIA*	March 1963(15-24)	1963
AMARILLO COLLEGE *TEXAS*	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE *TEXAS*	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDIA SEMINARY *MISSOURI*	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY *KENTUCKY*	December 1975(322-28)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES *IOWA*	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE *ARKANSAS*	May 1978(93-98)	1978
WINGATE COLLEGE *NORTH CAROLINA*	May 1979(240-50)	1979
OLIVET COLLEGE *MICHIGAN*	April 1980(140-50)	1980
NICHOLS COLLEGE *MASSACHUSETTS*	May 1980(207-12)	1980
YESHIVA UNIVERSITY *NEW YORK*	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS*	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES *MISSOURI*	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN ADVENTIST COLLEGE *TEXAS*	January-February 1985(1a-9a)	1985
TALLADEGA COLLEGE *ALABAMA*	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY *OKLAHOMA*	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE *MAINE*	May-June 1987(45-50)	1987
HILLSDALE COLLEGE *MICHIGAN*	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART SOUTHEASTERN BAPTIST	May-June 1988(49-54)	1988
THEOLOGICAL SEMINARY *NORTH CAROLINA*	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
OCEAN JUNIOR COLLEGE *MASSACHUSETTS*	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY *CALIFORNIA*	May-June 1992(42-49)	1992
CLARKSON COLLEGE *NEBRASKA*	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE *SOUTH CAROLINA*	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE *SOUTH CAROLINA*	May-June 1994(37-46)	1994
NYACK COLLEGE *NEW YORK*	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE *MARYLAND*	May-June 1995(40-50)	1995
ST. BONAVENTURE UNIVERSITY *NEW YORK*	July-August 1995(65-73)	1996
GARLAND COUNTY COMMUNITY COLLEGE *ARKANSAS*	May-June 1996(41-46)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY *INDIANA*	July-August 1996 (51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997(53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997(52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998(46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998(56-62)	1998
JOHNSON AND WALES UNIVERSITY *RHODE ISLAND*	May-June 1999(46-50)	1999
MOUNT MARTY COLLEGE *SOUTH DAKOTA*	May-June 1999(51-59)	1999
ALBERTUS MAGNUS COLLEGE *CONNECTICUT*	January-February 2000(54-63)	2000
UNIVERSITY OF CENTRAL ARKANSAS	March-April 2000(101-114)	2000
CHARLESTON SOUTHERN UNIVERSITY	January-February 2001(63-77)	2001

En bref

L'UQAC en grève?

Réunis nombreux en assemblée générale, les membres du Syndicat des chargées et chargés de cours de l'Université du Québec à Chicoutimi (SCCCUQAC) ont accordé à 90 % un mandat de grève à leur Comité exécutif. En effet, les membres ont adopté une proposition unanime issue du Conseil syndical visant à exercer le recours à la grève si une entente n'intervient pas à court terme entre les représentants des parties syndicale et patronale pour le renouvellement de la convention collective. Malgré que la négociation dure depuis le printemps 2000, l'Université continue de faire la sourde oreille aux demandes légitimes des chargés de cours et des superviseurs, qui assument plus de 50 % des activités d'enseignement au premier cycle. Les chargés de cours et les superviseurs revendiquent une participation active à l'encadrement des étudiants, une gestion de la convention collective centralisée, une introduction harmonieuse et organisée des technologies de l'information dans l'enseignement, et une rémunération équitable. Le SCCCUQAC est actuellement le seul syndicat de chargés de cours du réseau des Universités du Québec encore en négociation.

La Campagne du ruban blanc

Le 10e anniversaire de la Campagne du ruban blanc est marqué cette année par des efforts de sensibilisation et d'éducation contre la violence faite aux femmes. À la grandeur du Canada et dans plus de 25 pays, des hommes et des femmes participeront aux activités de la Campagne du ruban blanc, liront sa documentation, signeront des affiches, affirmant ainsi leur engagement à lutter pour mettre un terme à la violence faite aux femmes, et porteront un ruban blanc. « En portant un ruban blanc, les hommes font un premier pas et reconnaissent qu'ils contribuent à mettre un terme à la violence faite aux femmes », a déclaré Jack Gagliardi, coordonnateur national des relations communautaires. La période du 25 novembre au 6 décembre est désignée Jours du ruban blanc. Les délégués à l'assemblée du Conseil de l'ACPPU, devant se tenir du 23 au 25 novembre 2001, pourront se procurer des rubans blancs.

L'avenir des bibliothèques est peu reluisant

L'enquête annuelle de l'Association of Research Libraries brosse le même tableau décourageant des bibliothèques universitaires canadiennes. Mis à part quelques résultats plus reluisants tels ceux de l'Université de Toronto, l'Université de l'Alberta et l'Université du Manitoba, nos bibliothèques continuent de glisser vers le bas dans le classement annuel. À l'aide de variables comme la taille des collections, le personnel et les dépenses, l'ARL classe à un rang relatif les 112 plus importantes bibliothèques de recherche universitaire des États-Unis et du Canada. Il est particulièrement inquiétant de constater que sur les 16 bibliothèques nord-américaines dont le financement a diminué ou a le moins augmenté, neuf sont situées au Canada (seulement 13 établissements canadiens se sont qualifiés pour l'enquête). Selon Chris Dennis, président du Comité des bibliothécaires de l'ACPPU, ces résultats font ressortir une fois de plus que les gouvernements doivent de toute urgence s'occuper du financement de base des universités. Il soutient que des programmes étroitement ciblés, entre autres les chaires de recherche canadiennes, ne règlent pas la question de la détérioration continuelle des infrastructures universitaires du pays.

Regina et l'UPEI adhèrent à la Caisse de défense

Lors de leur assemblée générale annuelle tenue en octobre, les administrateurs de la Caisse de défense ont approuvé l'adhésion de l'University of Regina Faculty Association et de l'University of Prince Edward Island Faculty Association. « Avec l'arrivée des associations de Regina et de l'I.-P.-É., la Caisse compte maintenant 31 associations représentant plus de 13 000 universitaires », a déclaré la présidente, Denise Nevo. L'URFA et l'UPEIFA sont les derniers membres à adhérer à la Caisse depuis la fin des années 1990 lorsque les syndicats des professeurs des universités Brock, Concordia, Queen's et Western Ontario en sont devenus membres.

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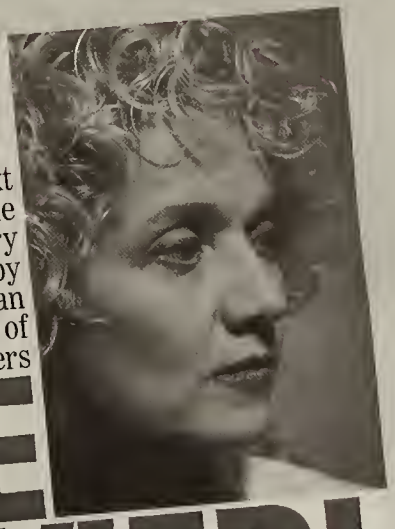

The complete text of the report of the independent inquiry commissioned by the Canadian Association of University Teachers

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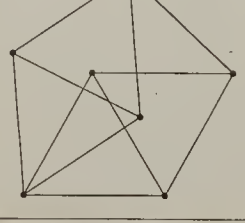
From page A7. The 7 points should be positioned as shown below.



ACCOUNTING

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Management at the University (www.utsc.utoronto.ca/~mgmt/) is recruiting a Lecturer to teach in its accounting stream, specifically, courses in management accounting, financial accounting, auditing and tax. Applicants should be familiar with the requirements of the various professional governing bodies and professional designations, including CA, CGA and CMA. Duties also include participating in the governance of the Division of Management, but there is no requirement to do research. Candidates should have at least a Master's degree, professional designation in CA, CGA or CMA and provide evidence of excellence in teaching. This position is initially for one year, with the possibility of renewal, beginning on July 1, 2002. Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees send letters to Professor Richard Powers, Associate Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, M1C 1A4 (powers@utsc.utoronto.ca). The deadline for applications is February 1, 2002. The University is strongly committed to diversity within its community. The University welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas.

THE UNIVERSITY OF ALBERTA — The School of Business invites applications for a full-time position in accounting, beginning July 1, 2002. Position is subject to funding. PhD or equivalent required. Salary and rank depend on experience and qualifications. Competition remains open until the position is filled. Send resumes to: Michael Gibbins, Chair, Department of Accounting & MIS, School of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Applications are invited for a tenure-track faculty position at the rank of assistant professor in the accounting area commencing July 2002. The successful applicant is expected to teach undergraduate and graduate courses, conduct accounting related research and have a demonstrated commitment to teaching and research in a university environment. In addition to a professional designation in accounting, applicants should have a PhD in accounting or ABD. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, while the MBA program has approximately 200 students, mostly part-time. (For more information, visit our web site at www.mun.ca.) In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants are encouraged to e-mail a copy of their curriculum vitae and the names of three referees to bblake@mun.ca and to send a hard copy to: Dr. Bill Blake, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X5, Canada. This previously advertised position is dependent on funding. Applications will be accepted and considered until the position is filled. For further information telephone (709) 737-8851 or fax (709) 737-2467 or e-mail bblake@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

AGRICULTURAL, FOOD & NUTRITIONAL SCIENCE

UNIVERSITY OF ALBERTA, Edmonton — The Department of Agricultural, Food and Nutritional Science (AFNS) invites applications for an Assistant Professor position in Poultry Embryology as part of a major development of its production efficiency and sustainability research and teaching capabilities. This externally funded position is for five years, with the possibility of extension. The successful candidate will work within the Alberta Poultry Research Centre, a joint initiative between the University of Alberta, Alberta Agriculture, Food and Rural Development and the Alberta poultry industry. Applicants must have a PhD in Avian Embryology or Incubation Physiology. The successful candidate will be expected to contribute to teaching programs within the department of AFNS and supervise M.Sc. and PhD students. The appointee will attract major external funding in support of a world-class research program already in place, and is expected to publish information in refereed and non-refereed publications. It is expected that the candidate will possess a demonstrated ability to conduct independent research that would provide short term answers and long term solutions to problems facing the commercial hatching egg industries in Alberta. Candidates that have established linkages with other researchers or institutions that have ongoing programs in poultry embryology will be favored. Excellent communication skills, including a strong commitment to excellence in undergraduate teaching and graduate student supervision are essential. The successful candidate will contribute to the department's mission "to achieve excellence in teaching and research in efficient and sustainable production, processing and utilization of safe and nutritious food to promote health". The successful candidate is expected to collaborate with research activities of the scientists at the Alberta Poultry Research Centre (www.agric.gov.ab.ca/aprc) working from the University of Alberta (www.ualberta.ca), Alberta Agriculture, Food and Rural Development (www.agric.gov.ab.ca) and/or with industry. The University of Alberta has excellent research facilities and equipment, with over $3.5 million being spent on a fully-equipped research hatchery, numerous sophisticated poultry housing facilities for broiler breeders, egg-type hens, turkeys and broilers as well as a federally inspected poultry processing laboratory. Support for basic research initiatives will be provided from numerous specialized analytical laboratories on the main campus. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a statement of research and teaching interests, curriculum vitae, and the name of three referees should be sent to: Dr. John Kennelly, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. Closing date for applications is December 6, 2001. For further information on this position contact: Dr. Kennelly at (780) 492-2131 / (780) 492-4265 (fax), email chair@afns.ualberta.ca or visit our web site at www.afns.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ANIMAL SCIENCE

THE UNIVERSITY OF MANITOBA — The Department of Animal Science, Faculty of Agricultural and Food Sciences invites applications for a tenure track position at the rank of Assistant Professor to teach and conduct research in Nutritional Biochemistry relevant to farm animals. Applicants must possess: a PhD with specialization in areas such as nutritional toxicology, nutritional immunology or gut microbiology; a strong commitment to excellence in teaching, a demonstrated record of independent research resulting in scholarly publications; and an ability to attract external funding. Development of a working relationship with industry will be expected. The successful candidate will be required to teach undergraduate and graduate courses in areas of nutrition and nutritional biochemistry. The Department of Animal Science is part of the Faculty of Agricultural and Food Sciences which is committed to an interdisciplinary systems approach to both teaching and research. The applicant will be expected to contribute to the Faculty's initiatives in the area of functional foods and nutraceuticals. This position, subject to final budgetary approval, will commence March 1, 2002 or as soon as possible thereafter. The salary range for an Assistant Professor level is currently $41,609–$63,765 per annum. Review of applications will commence on December 1, 2001. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications, including a curriculum vitae, short statement of teaching and research interests and the names and addresses (including phone, fax and e-mail addresses) of three referees should be sent to: Dr. Karin Wittenberg, Chair, Search Committee, Department of Animal Science, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba R3T 2N2, Canada, Telephone: (204) 474-9139, Fax: (204) 474-7628, e-mail: kim_wittenberg@umanitoba.ca

ANTHROPOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Anthropology and Sociology invites applications for a tenure-stream position in Sociocultural Anthropology at the rank of Assistant Professor beginning July 1, 2002. We seek someone with an active program of research and fieldwork in Latin America, but the area of topical expertise is open. The preferred candidate will have a PhD in Anthropology and a demonstrated commitment to excellence in teaching and research. The department has active ties with UBC's interdisciplinary Latin American Studies program and the successful candidate will participate in the activities of that program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Please submit a letter of application, curriculum vitae, sample research materials, and the names of three references by December 15th, 2001 to: Dr. David Pokotylo, Head, Department of Anthropology and Sociology, University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC V6T 1Z1

THE UNIVERSITY OF MANITOBA — The Department of Anthropology invites applications for a full-time tenure-track appointment at the rank of Assistant Professor in Cultural Anthropology. The appointment will begin on July 1, 2002, or soon thereafter, subject to final budgetary approval. The department has a particular interest in candidates conducting research and able to supervise graduate students in areas related to Canadian Aboriginal societies and cultures. Substantive areas of specialization are open, and we seek a scholar with interests complementary to those presently represented in the department. Applicants are expected to have demonstrated excellence in research and success in teaching. Duties will include undergraduate and graduate teaching in the core components of the departmental program, graduate supervision, research, and service-related activities. The successful candidate should have a PhD by the time of appointment, although in exceptional cases a PhD candidate near completion may be considered. Letter of application, curriculum vitae, a sample of published research and three confidential letters of reference should be sent to Professor Dwight Rokala, Chair, Anthropology Search Committee, Department of Anthropology, University of Manitoba, Winnipeg, MB, Canada R3T 5V5. Deadline for receipt of applications is December 1, 2001. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Further information concerning this position, the Department, and the University may be obtained from http://www.umanitoba.ca/faculty/arts/anthropology or by e-mail (drokala@cc.umanitoba.ca)

McMASTER UNIVERSITY — A tenure track joint appointment will be made in Labour Studies and another department related to the candidate's area of interest, by McMaster University at the Assistant Professor level commencing July 1, 2002. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Geography, Political Science, Social Work and Sociology. This appointment is made possible by the recent designation of Work and Society as a strategic area by the University. This is an interdisciplinary subject area that focuses on all forms of work (paid and unpaid) and links the work experience with gender and race relations, state regulation, aging, family life and the community. This initiative has resulted in the launching of an interdisciplinary M.A. in Work and Society, and the establishment of new educational links with labour and community groups. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students, and building links with community and labour groups. The successful candidate will be expected to attract research funds and carry out an independent research programme leading to peer-reviewed publications. Candidates should have an interdisciplinary approach to studies in work issues, labour and society and must have a PhD in a relevant discipline. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Work and Society's focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with the Labour Studies Programme's longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies and the Work and Society strategic area can be found on the Labour Studies Home Page at www.socsci.mcmaster.ca/~labrst/. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario L8S 4M4. The application deadline is January 2, 2002. Canadian Citizens and Permanent Residents will be considered first for this position.

SAINT MARY'S UNIVERSITY — The Department of Anthropology seeks to make a tenure track appointment in the sub-field of linguistics at the rank of Assistant professor. The position is open to all qualified applicants, although in accordance with Canadian immigration requirements preference will be given to Canadian citizens and permanent residents of

La Faculté des arts et des sciences sollicite des candidatures

- pour deux postes de professeure ou professeur au rang d'adjoint à l'École de criminologie, l'un sur les questions policières et de sécurité à l'échelle internationale et l'autre dans le champ de la sécurité et des études policières ;
- pour deux postes de professeure ou professeur au rang d'adjoint ou d'agrégé au Département d'études anglaises, (l'un dans le domaine du Roman et l'autre dans le domaine de la Littérature américaine contemporaine (après la Deuxième Guerre mondiale) ;
- pour un poste de professeure ou professeur au rang d'adjoint au Département d'études françaises en littérature du XX^e siècle (française et québécoise) et en création littéraire ;
- pour deux postes de professeure ou professeur au rang d'adjoint au Département d'histoire de l'art dans le domaine des études cinématographiques ;
- pour un poste de professeure ou professeur au rang de titulaire au Département de linguistique et de traduction, dans le cadre d'une Chaire de recherche du Canada (senior) en neurosciences et en neuropragmatique ;
- pour un poste de professeure ou professeur au rang d'adjoint ou d'agrégé au Département de littérature comparée dans le domaine de la littérature comparée avec une spécialisation en littérature, langue et culture chinoises modernes ;
- pour un poste de professeure ou professeur au rang d'adjoint ou recemment promu(e) au rang d'agrégé au Département de littératures et de langues modernes, dans l'un des axes de développement de la section d'études hispaniques : langue et pratiques culturelles hispaniques, espagnol langue étrangère, traduction hispanique ;
- pour un poste de professeure ou professeur au rang d'adjoint à l'École de psychoéducation dans le domaine de l'inadaptation psychosociale chez les adolescents ;
- pour des postes de professeure ou professeur dans l'un ou l'autre des champs offerts au programme de doctorat du Département de sciences économiques.

Pour de plus amples informations, veuillez consulter notre site Web : www.fas.umontreal.ca

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

www.umontreal.ca

Université de Montréal

CAREERS CARRIÈRES

Canada Applicants should have a PhD or be near completion and demonstrate a strong potential for research and publication along with a commitment to undergraduate teaching. The position is topically open, but preference will be given to candidates with fieldwork-based research in Northern Canada. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. Please send before 1 March 2002 a curriculum vitae, a statement of interest and the names of three referees to: Dr. Stephen Davis, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic application may be submitted to Ms. Monica Lewis at e-mail: monica.lewis@stmarys.ca

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in cultural representations of the health, illness, and the body, broadly conceived. Areas of research specialization are open, but might include health-related discourses in the media, the arts, and popular culture, modes of embodiment, issues of health and social diversity, (i.e., gender, class, sexuality, ethnicity), the reproduction of ability and disability, therapeutic practices and rituals, cultural activism and rhetorics of resistance; idioms of trauma, distress and suffering; illness narratives, risk society, and healthism. The successful candidate will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in the politics of health. Areas of research specialization for this position might include the political economy of health, illness and health care, social inequality and health, the politics of developing, implementing and/or contesting public policy, community activism and social movements concerning health; the role of governments in health and health care, the role of ideology, interests, and values in the politics of health, citizenship and health consumerism, legal and political discourses, human rights and social justice, and the policing of illness and disease. The successful candidates will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

McMASTER UNIVERSITY — The Department of Anthropology invites applications for a full-time, tenure track position in physical anthropology at the rank of Assistant Professor, effective July 1, 2002. Candidates must have a PhD in physical anthropology, a strong research and publication record and previous university teaching experience. The successful candidate will be joining a four-field department with a tradition of collegiality and collaboration. We are seeking candidates broadly grounded in physical anthropology with demonstrated expertise in molecular anthropology as applied to the study of past populations. Specialists in anthropological genetics, human skeletal biology, paleoanthropology, and palaeoepidemiology are encouraged to apply. The successful candidate will enhance and expand research currently being carried out in our Canada Foundation for Innovation-funded McMaster Palaeogenetics Institute and help build a strong graduate training programme in ancient DNA research. The appointee is expected to teach undergraduate lecture and seminar courses in physical anthropology, contribute to MA and PhD teaching and supervision, carry out an active research programme leading to peer-reviewed publications, and take on administrative responsibilities. Preference will be given to candidates whose research complements and extends the department's strengths in bioarchaeology and medical anthropology. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, Canadian citizens and Permanent Residents will be considered first for this position. Applications, including a curriculum vitae and letters from three referees, should be submitted to: Matthew Cooper, Chair, Department of Anthropology, McMaster University, 1280 Main St. West, Hamilton, ON, Canada L8S 4L9. Tel: (905) 525-9140, ext. 23920. Fax: (905) 522-5993. E-mail: cooperm@mcmaster.ca. Closing date: January 31, 2002.

APPLIED HUMAN SCIENCES

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available, one in the field of Human Relations, the other in Therapeutic Recreation. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/interne/tjobs.cfm

ARCHITECTURAL DESIGN

THE UNIVERSITY OF TORONTO — The Faculty of Architecture, Landscape, and Design invites applications for a tenure-track position in Architectural Design at the Assistant Professor level. Consideration of an appointment at a higher rank may be given to qualified candidates. Teaching responsibilities will include studio and lecture/seminar courses at both the graduate and undergraduate levels. The University of Toronto has professional graduate programs in architecture and landscape architecture, a post-professional program in urban design, and an undergraduate liberal arts program in architectural studies. Candidates should demonstrate leadership potential in design and theory and be committed to innovative teaching and research. She or he will be expected to engage in an area of research that addresses the relationship of architectural design to contemporary technology, ecology, and culture. Candidates will be expected to pursue interdisciplinary exchanges that draw advanced knowledge and practical skills into the design disciplines as these areas restructure to meet new conditions and needs. The University of Toronto offers extensive resources for teaching and research in architecture, urban studies, and related fields, and the Faculty enjoys an excellent relationship with local, professional design communities. Salary will be commensurate with experience. Qualifications: Candidates must have a professional or post-professional graduate degree in architecture as well as teaching experience. A PhD and/or professional experience are desirable. Required Submission: Send a full curriculum vita, a statement of educational and research objectives, a selection of up to three design projects, and a list of three references with phone/fax numbers, and mail and email addresses. Short-listed candidates will be asked to submit a full portfolio of work. Consideration will begin on January 7, 2002 and continue until the position is filled. Submissions and inquiries should be directed to Dean Larry Wayne Richards, Faculty of Architecture, Landscape, and Design, University of Toronto, 230 College Street, Toronto, Ontario, Canada, M5T 1R2. Tel: (416) 978-3089, Fax: (416) 971-2432, E-mail: dean.ald@utoronto.ca. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

ART HISTORY

CONCORDIA UNIVERSITY — The Department of Art History invites applications for a tenure-track position at the Assistant Professor level, this to be filled by 1 June, 2002. Candidates must hold a completed PhD, have teaching experience at the post secondary level, and have a demonstrated ability to conduct and disseminate innovative research. Successful candidates will be expected to teach undergraduate and graduate courses, and from the outset to assist in the supervision of MA students who are undertaking theses in North American art and architecture. They should be able to function in the bilingual environment of our new doctoral program, offered in collaboration with three other Quebec universities, by being able to read and communicate in both English and French. Committed to a curriculum that actively acknowledges the diversity of methods in the discipline of art history and theory, we are seeking art historians who share this orientation and who also appreciate the possibilities opened up by the fact that the Department is situated within the largest Faculty of Fine Arts in Canada. The Department is interested in art historians who are active in a variety of fields and approaches within the discipline. We shall look closely at individuals who are concerned with more than one form of production, these drawn from the full range of traditional and "new" media. If you are interested in applying for this position, please send a letter of application, a curriculum vitae, a teaching dossier, and letters of recommendation from at least three people to Dr. Loren Lerner, Chair, Department of Art History, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8 by January 30, 2002. You will be contacted should any clarifications be required or should you be invited for an interview in Montreal, a process to include a public lecture and a graduate seminar in the Department. This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadians. Under current Canadian immigration guidelines, the dossiers of Canadian citizens and permanent residents must be examined in the first instance, after which the applications of others will be considered. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.

ARTS VISUELS

UNIVERSITÉ D'OTTAWA — Le Département d'arts visuels annonce l'ouverture d'un poste de professeur en théorie et histoire de l'art à temps complet au rang d'adjoint, conduisant à la permanence. Le Département offre un programme de B.A. avec concentration en arts visuels et un Baccalauréat en arts visuels axés sur les pratiques d'atelier et la théorie. Exigences: Doctorat ou l'équivalent en histoire de l'art avec spécialisation en art moderne et contemporain. Expérience en enseignement et en recherche. Publications. La personne enseignera en français et en anglais. Le salaire sera établi selon la convention collective de l'Université d'Ottawa. Entrée en fonction: le 1er juillet 2002. Date limite des candidatures: Le 1er décembre 2001 ou jusqu'à ce que le poste soit comblé. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux personnes de citoyenneté canadienne et de résidence permanente. L'Université a une politique d'équité en matière d'emploi. Les candidatures doivent nous parvenir accompagnées d'un curriculum vitae, des exemples de publication récentes et les noms de trois répondants. Les lettres des répondants doivent être envoyées directement au directeur du département: Tibor Egervari, directeur, Département d'arts visuels, Université d'Ottawa, C.P. 450, Succ. A, Ottawa ON K1N 6N5. Pour de plus amples informations, veuillez communiquer avec nous par courriel: artsvis@uottawa.ca par internet: www.uottawa.ca/academic/arts/arts-visuels ou par telephone au (613) 562-5868.

ASTRONOMY & PHYSICS

SAINT MARY'S UNIVERSITY — The Department of Astronomy and Physics invites applications for a Tier I Canada Research Chair (CRC), to be awarded to an Astrophysicist at the full professor level, with tenure. Salary is negotiable, and is not limited to the University salary scale. The chair holder will assume the role of Director of the Institute of Computational Astrophysics (ICA), a new institute being created at Saint Mary's University within the Department of Astronomy and Physics. While the focus of the ICA is on computational astrophysics, the director need not be a numerist. More importantly, we are seeking a dynamic internationally recognised individual with a first-class record in scientific research who has the vision and leadership skills to lead the ICA to the national and international stage. Our principal criterion is research and the chair-holder will be expected to devote the majority of his or her time maintaining a vigorous, externally funded research programme. Accordingly, the teaching load of the director will be light, namely one one-term course per year. In addition to the Tier I CRC, we are advertising separately and concurrently for two junior tenure-track faculty in computational astrophysics (one of which is a Tier II CRC), and the new director will have the opportunity to participate in the selection of the two new faculty. Thus, including two existing senior faculty, the ICA will have five faculty members by the Fall of 2002. Finally, the University has agreed to set aside sufficient CRC funds for the director to support a post-doctoral position in perpetuity. Our vision for the ICA is of a vibrant institute promoting computational astrophysics in the broadest possible terms. Soon after the arrival of the new Director, the ICA will submit institutional grant proposals to the appropriate agencies to support the research agenda of the new Institute. This proposal could include items such as support for PDFs, visitors, and students, computing infrastructure, technical support, and the means to provide external researchers access to Institute resources. CFI and AIF institute proposals for a new building and computational infrastructure will have already been submitted by the time the Tier I nomination is made. The department currently consists of eight full time faculty members, one to three PDFs, two technicians, and a secretary. There is a M.Sc. programme in place, and a proposal for a PhD/ programme has been developed. Current computing resources, to be expanded upon dramatically by the ICA, include a ten-processor SUN Microsystems Enterprise with 5 Gbytes of memory, two other multiprocessors, and dozens of individual SUN workstations, PC's, and peripherals. The department maintains its own subnet within the University computing network. Halifax, nestled on Canada's east coast, is one of the country's most beautiful and historic cities and provides a fabulous lifestyle. Only 350,000 people live in the Halifax area, but because of its status as a regional capital, it provides all the services and variety of a much larger city. Served by an international airport, the city itself contains four hospitals, six universities, and branches of every federal service along with excellent restaurants from almost every corner of the globe. The cost of living is low, the weather mild, the scenery spectacular, and Haligonians are all Maritimers are world-reknowned for their special charm and hospitality. Applicants should send their CV's, cover letter, and names and addresses of four references to: Tier I Search, c/o Dr. David Clarke, Acting Director of the ICA, Department of Astronomy and Physics, Saint Mary's University, Halifax, NS, Canada B3H 3C3. In addition, applicants are invited to articulate in their cover letter any visions or ideas they might have which would help make the ICA unique and successful. Applications will be accepted until March 1, 2002, although competition may close sooner if a suitable candidate is found. CRC holders do not need to be a Canadian Citizen or landed immigrant. For more information on this position or the ICA, please contact dclark@ap.stmarys.ca, or visit the department's website at: http://www.ap.stmarys.ca). We welcome all inquiries, including those on the suitability of a specific application and/or suggestions of those who might be persuaded to apply. For more information on the CRC programme, please visit http://www.chairs.gc.ca. Saint Mary's University is committed to the principles of Employment Equity.

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the UNIVERSITY of WINNIPEG

Dean of Science
Faculty of Arts & Science

The Faculty of Arts and Science lies at the heart of the University of Winnipeg, a medium-sized primarily undergraduate liberal arts and science university which also includes Faculty of Theology, a Collegiate, and a Continuing Education Division. The University is committed to excellence in teaching and research, and offers high quality programs culminating in degrees in Arts, Science, Education, and Theology.

Reporting to the Vice-President (Academic), the Dean of Science is the academic leader of the Science area within the Faculty of Arts and Science and works co-operatively with the Deans of Humanities, Social Science, and Education in advancing the interests of the Faculty. The Deans provide creative leadership and guidance in all aspects of the Faculty's operations, both academic and administrative. The successful candidate will possess a distinguished academic record in teaching, research and service, and have strong administrative abilities and leadership qualities.

In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. The position is open to applications and nominations from both internal and external candidates.

The appointment is for an initial five-year term, renewable for a second term upon satisfactory review of performance. The anticipated start date is July 1, 2002. The appointment will be made at the rank of Full Professor or Associate Professor, depending on qualifications and experience.

Applications and nominations may be submitted, in confidence, to:

Dr. Patrick Deane
Vice-President (Academic)
The University of Winnipeg
515 Portage Avenue
Winnipeg, Manitoba, Canada R3B 2E9

Candidates are requested to arrange for three referees to submit letters of reference directly to the above-named individual by the deadline for applications, which is ***February 1, 2002.***

TRENT UNIVERSITY
DEAN OF ARTS & SCIENCE

Trent University invites nominations and applications for the position of Dean of Arts and Science, effective July 1, 2002.

Located on a scenic river campus in Peterborough, Ontario, Trent University specializes in high-quality liberal undergraduate education that focuses on the individual student experience. Trent is an exciting academic community with an outstanding research record and a unique graduate program. The University, which has some 5500 students, 325 full-time and part-time faculty and an operating budget of $44 million, is entering a period of significant institutional growth. More information about Trent can be found on the University's website at www.trentu.ca.

Reporting to the Vice-President (Academic), the Dean of Arts and Science is primarily responsible for all academic staff and undergraduate programs. The Dean administers an instructional budget of $24 million and oversees the teaching program, faculty recruitment/development and academic support services. The Dean plays a significant role in academic planning and in the development of financial aid and recruitment strategies. As a member of the President's Executive Group, the Dean has input into a wide range of planning and policy issues. The Dean works closely with the Dean of Research & Graduate Studies and oversees *the work of two associate deans (of science and part-time studies) and 29 academic department heads. S/he chairs or serves on a number of key University committees including Faculty* Board and Senate.

Candidates should have an academic background consistent with a tenured faculty appointment and experience in university administration. The appointment is normally for a five-year renewable term and carries a one-course teaching load. Written nominations, or applications accompanied by a brief letter of application, a full curriculum vitae and the names of three referees, should be submitted to the address shown below. The Search Committee will begin its review of applications and nominations on **November 30** with the assistance of a search consultant.

Trent University is an employment equity employer and encourages applications from women, Aboriginal persons, members of visible minorities and persons with disabilities.

University Secretariat
Trent University
1600 West Bank Drive
Peterborough, Ontario K9J 7B8
Fax: (705) 748-1246
Email: sbartsch@trentu.ca

McGill

Assistant Professor
Social Statistics/Applied Quantitative Methods

McGill University invites applications for an entry-level assistant professor in social statistics/applied quantitative methods. The successful candidate will be appointed to a tenure-track position in one of the following departments: **Economics**, **History**, **Political Science**, or **Sociology**. The position requires teaching and student supervision at the undergraduate and graduate (M.A./PhD) levels, as well as excellence in scholarly research. Knowledge of French would be an asset, but is not required. The successful candidate will be expected to contribute to teaching and supervision in the joint M.A. Option in Social Statistics, which is designed to provide training in social policy analysis, data analysis, data design and collection, and statistical theory across several departments. Applications should include: a curriculum vitae, university transcripts, a statement of research and teaching interests, and a sample of written work, as well as materials pertinent to the applicant's teaching skills. Applicants should ask three referees to send confidential letters on their behalf. The appointment is expected to begin September 1, 2002. Applications should be received by **15 December 2001**, but will be accepted until the position is filled.

Please forward supporting materials to:
Professor Elisabeth Gidengil, Chair
Search Committee, Social Statistics/Applied Quantitative Methods
Dawson Hall, Room 217C, McGill University
853 Sherbrooke Street West
Montreal, Quebec, Canada H3A 2T6

McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

SAINT MARY'S UNIVERSITY — The Department of Astronomy and Physics of Saint Mary's University invites applications for two tenure-track appointments in the broad area of computational astrophysics. The successful candidates will be widely recognised as emerging leaders in their field, and will become members of the new Institute for Computational Astrophysics (ICA) being organised within the Department. They will be expected to maintain vigorous, externally supportable research programmes and to participate in the affairs of the Department and the Institute such as teaching undergraduate and/or graduate courses, helping prepare ICA grant proposals, advising thesis students, recruiting visitors, PDFs and students, etc. The top candidate in this search will be awarded a Tier II Canada Research Chair (CRC) at the Assistant or Associate Professor level which comes with research funds and a reduced teaching load (one course per term). The second candidate will be awarded a regular University faculty appointment at the Assistant Professor level. In both cases, salary will be commensurate with experience. Truly exceptional candidates may be considered for the CRC Tier I post announced in a separate advertisement. The Tier I chair holder will assume the directorship of the ICA, and will come with tenure and sufficient funds to support a PDF. In total, three new appointments to Astrophysics are to be made at Saint Mary's by September 2002. This is the second time in nine years that the University has opened up three new astronomy/astrophysics positions and is indicative of the University's continuing commitment to build on its strength in this area. Our vision for the ICA is of a vibrant institute promoting computational astrophysics in the broadest possible terms. Soon after the arrival of the new Director, the ICA will submit an institutional grant proposal to the appropriate agencies to support the research agenda of the new Institute. This proposal could include items such as support for PDFs, visitors, and students, computing infrastructure, technical support, and the means to provide external researchers access to Institute resources. CFI and AIF institute proposals for building and computational infrastructure will have already been submitted by the time the new Director is appointed. The department currently consists of eight full time faculty members, one to three PDFs, two technicians, and a secretary. There is a M.Sc. programme in place, and a proposal for a PhD programme has been developed. Current computing resources, to be expanded upon dramatically by the ICA, include a ten-processor SUN Microsystems Enterprise with 5 Gbytes of memory, two other multiprocessors, and dozens of individual SUN workstations, PC's, and peripherals. The department maintains its own subnet within the University computing network. Applicants should send their CVs, cover letter, and names and addresses of four referees to: Tenure-Track Faculty Search, c/o Dr. David Clarke, Acting Director of the ICA; Department of Astronomy and Physics, Saint Mary's University; Halifax, NS, Canada, B3H 3C3. In addition, applicants are invited to articulate in their cover letter why they may be particularly suited to represent their area of research within a nationally and internationally recognised ICA. Applications will be accepted until March 29, 2002. For the CRC position, no consideration to citizenship or immigrant status will be applied. For the regular appointment, while this advertisement is directed in the first instance to Canadian citizens and permanent residents, all qualified candidates are strongly encouraged to apply. For more information on these positions or the ICA, please contact dclarke@astsmarys.ca, or visit the department's website at http://www.astsmarys.ca. For more information on the CRC programme, please visit http://www.chairs.gc.ca. Saint Mary's University is committed to the principles of Employment Equity

BIOCHEMISTRY & MOLECULAR BIOLOGY

DALHOUSIE UNIVERSITY — The Department of Biochemistry & Molecular Biology invites applications for a probationary tenure-track position at the rank of assistant professor on or around July 1, 2002. Preference will be given to applicants whose research interests have biomedical importance and complement those of current members of the department. Research activities in the department encompass three general themes: i) molecular cell biology and molecular genetics; ii) comparative genomics, computational biology and molecular evolution, and iii) structure, function and metabolism of biomolecules. The ability to collaborate across disciplines is encouraged. The department is closely affiliated with the Evolutionary Biology Program of the Canadian Institute for Advanced Research and the newly established Genome Atlantic Centre which are jointly creating a major centre in comparative microbial genomics. An active affiliation also exists with the lipid biochemistry and signal transduction group in the Atlantic Research Centre. Candidates for this position may also be considered for appointment in these active research groups. More details about the research activities of the department and the Faculty of Medicine can be found on our web sites www.biochem.dal.ca and www.medicine.dal.ca. The successful applicant will be expected to develop a strong, externally-funded research program and contribute to the undergraduate, graduate and professional teaching programs of the department. Applicants must have a PhD, at least 2 years of post-doctoral experience and a strong publication record. Applicants should submit a curriculum vitae, reprints of several recent publications, a one to two-page statement outlining their research plans and the names of three referees to: Dr. F. B. St. C. Palmer, Head, Department of Biochemistry & Molecular Biology, Faculty of Medicine, St. Charles Tupper Medical Building, Dalhousie University, Halifax, NS B3H 4H7. Closing date for receipt of applications is December 31, 2001. The Academic Planning and Appointments Committee will commence reviewing applications in January 2002. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal Peoples, persons with a disability, racially visible persons and women

DALHOUSIE UNIVERSITY — A limited-term appointment (3-year renewable) is available in the Department of Biochemistry & Molecular Biology beginning January 1, 2002 or later. This is a teaching position. The successful applicant will be expected to contribute to teaching introductory level classes adapted to the specific needs of students in the medicine, pharmacy and nursing programs as well as beginning science students. Applicants must have a PhD degree and substantial experience teaching general biochemistry, particularly subject matter with medical relevance. Experience teaching in a CBMS (case-oriented problem-solving) style curriculum is an asset. Salary will be commensurate with qualification and experience. Applicants should submit a curriculum vitae, a detailed description of their teaching experience and names of three references to: Dr. F.B. St. C. Palmer, Head, Department of Biochemistry & Molecular Biology, Faculty of Medicine, St. Charles Tupper Medical Building, Dalhousie University, Halifax, NS B3H 4H7, Fax: (902) 494-1355. Closing date for receipt of applications is November 30, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal Peoples, persons with a disability, racially visible persons and women.

BIOLOGICAL SCIENCES

THE UNIVERSITY OF ALBERTA — The Department of Biological Sciences invites applications for an Assistant Professor (tenure-track) position in plant biotechnology or plant molecular biology to begin July 1, 2002. The candidate should have a strong record of research that makes use of current molecular tools to investigate the mechanistic basis of plant structure and/or function, and demonstrate potential for excellence in teaching. The department offers an exciting environment for collaboration. With this appointment, we are looking to build upon our strength in agricultural and forest biotechnology (see www.biology.ualberta.ca). Research excellence of our 75 faculty members and 275 graduate students is supported by exceptional infrastructure, including a modern molecular biology service unit, advanced microscopy and imaging capabilities, extensive controlled-environment facilities, and analytical services. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Candidates should submit a curriculum vitae, one-page summaries of research plans and teaching interests, and reprints of their three most significant publications to: positions@biology.ualberta.ca or Dr. Gregory J. Taylor, Chair, Department of Biological Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applicants should also arrange for three reference letters to be submitted. Closing date: December 15, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered

THE UNIVERSITY OF ALBERTA — The Department of Biological Sciences invites applications for an Assistant Professor (tenure-track) position in evolutionary developmental biology to begin July 1, 2002. This appointment will be made under the auspices of the Canada Research Chairs Program (Tier II level). The candidate should have a strong record of research examining patterns or mechanisms of development from a comparative or evolutionary perspective, as well as potential for excellence in teaching. A research focus on marine organisms would be a significant asset to the Department, but outstanding applicants who work on other systems will also be seriously considered. The department offers an exciting environment for collaboration, with internationally recognized strengths in systematics and evolution, molecular biology and genetics, physiology and cell biology, and aquatic and terrestrial ecology (see www.biology.ualberta.ca). Research excellence of our 75 faculty members and 275 graduate students is supported by exceptional infrastructure, including extensive museum collections, a modern molecular biology service unit, advanced microscopy and imaging capabilities, extensive controlled-environment facilities, and several field stations including the renowned Bamfield Marine Sciences Centre. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Candidates should submit a curriculum vitae, one-page summaries of research plans and teaching interests, and reprints of their three most significant publications to: positions@biology.ualberta.ca or Dr. Gregory J. Taylor, Chair, Department of Biological Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applicants should also arrange for three reference letters to be submitted. Closing date: December 15, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered

THE UNIVERSITY OF ALBERTA — The Department of Biological Sciences invites applications for an Assistant Professor (tenure-track) position in Vertebrate Biology. This is a tenure-stream position at the level of Assistant Professor. Applicants must have a PhD (or equivalent), and preferably some postdoctoral experience. The successful candidate will be provided with significant start-up funds, and will be expected to secure external research support and to establish an active research laboratory. Teaching responsibilities will comprise a standard load of 1.5 full course equivalents per year in courses that contribute to proposed new co-op and non-co-op programmes in Conservation Biology and to the major and specialist programmes in Biological Sciences. Preference will be given to those whose work integrates ecology, behaviour, or evolution with conservation biology. For information on research and teaching strengths in the Division, please consult the Divisional website. http://www.utsc.utoronto.ca/~friesc/index.html. Interested applicants should submit a complete curriculum vitae (that should include individual statements of research and teaching interests) and a copy of recent reprints, and arrange to have three letters of recommendation (including comments on teaching ability, publications and research potential) sent to: Professor John H Youson, Chair, Division of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. Closing date for applications is January 30, 2002. Salary will be commensurate with qualifications. The position will be effective July 1, 2002. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position

McMASTER UNIVERSITY — A research-intensive institution and leading centre for biological and biomedical research invites applications for a tenure-track position at the Assistant or Associate Professor level in the Department of Biology, effective July 1st, 2002. Candidates must hold a PhD in Biology or a related field, possess at least one year of postdoctoral experience, and have a productive research record. We are seeking applications from researchers using molecular biological approaches who could interact with the strong group in environmental biology and physiology at McMaster. We encourage applications from individuals working on the molecular biology of fish and/or invertebrate model systems and those who are interested in applying molecular approaches to basic problems in physiology, environmental biology, and toxicology. The successful applicant will be expected to establish and maintain an independent and externally funded research program and contribute to the education of undergraduate and graduate students. Applicants should submit a curriculum vitae, a statement of their research goals, a statement of their teaching interests and experience, three of your most important publications and should arrange for three letters of recommendation to be sent to: Dr. Tuilough Finan, Professor and Chair, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1, Canada. The closing date for applications is January 11, 2002. (Please refer to the Environmental Physiology-Molecular Biology position in your application). (see http://www.science.mcmaster.ca/Biology/Dept.html). In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from qualified candidates, including, members of visible minorities, aboriginal peoples, persons with disabilities and women

QUEEN'S UNIVERSITY — The Department of Biology invites applications for a tenure-track position at the assistant professor level in aquatic biology, preferably with a research focus in limnology, paleolimnology, community ecology, and/or environmental change. Individuals working with aquatic invertebrates or aquatic plants are especially encouraged to apply. Queen's has strong research and teaching programs in aquatic biology, excellent facilities include the Paleoecological Environmental Assessment and Research Laboratory (PEARL), Queen's University Biological Station on Lake Opinicon and the Fowler Herbarium. Expected date of appointment is July 1, 2002 (or as negotiated). Application deadline is December 15, 2001 or until position is filled. Qualifications include a PhD and published evidence of excellent research ability. The successful candidate will be expected to develop a vigorous, externally funded research program and be an excellent teacher. Send applications including a curriculum vitae, statement of current and prospective research interests, statement of teaching interests and at least three letters of reference to: Dr. Peter T. Boag, Head, Department of Biology, Queen's University, Kingston, Ontario, Canada K7L 3N6 (E-mail: bioheadbiology.queensu.ca, Fax (613) 533-6617, web site. biology.queensu.ca). This position is open to citizens of all countries, but Canadians and permanent residents will be considered first. Queen's University has an employment equity program and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians

QUEEN'S UNIVERSITY — The Department of Biology invites applications for a Canada Research Chair (Tier 2) in a field of fundamental plant science that will support research to reduce greenhouse gas emissions in agriculture, enhance carbon stocks in forestry or agriculture, or provide a source of renewable energy, chemicals and materials for a bio-based economy. The successful applicant will be appointed at a tenure-track assistant professor and must demonstrate the potential to create and lead a strong research program contributing to the goals of Biocap Canada (http://www.biocap.com), a national, not-for-profit research foundation that operates from within Queen's University. Special consideration will be given to applicants who have skills in plant metabolic regulation, molecular physiology, or physiological ecology and who will complement the strong plant science group at Queen's. The Department of Biology has a superb plant growth facility in the new Biosciences Complex, and a 3000 hectare field research station (http://biology.queensu.ca/~qubs/). Qualifications include a PhD, postdoctoral experience and published evidence of excellent research ability. The successful candidate will be expected to develop a vigorous, externally funded research program, and be an excellent teacher. Expected date of appointment is January 1, 2003, subject to negotiation. Application deadline is December 15, 2001 or until position is filled. Applicants should be familiar with the CRC program (http://www.chairs.gc.ca) and must provide a statement as to how they could contribute to the goals of Biocap Canada. This statement together with curriculum vitae, statement of current and prospective research interests, statement of teaching interests, and at least three letters of reference should be sent to: Dr. Peter T. Boag, Head, Department of Biology, Queen's University, Kingston, Ontario, Canada K7L 3N6 (E-mail: bioheadbiology.queensu.ca, Fax: (613) 533-6617, web site biology.queensu.ca). This position is open to citizens of all countries, but Canadians and permanent residents will be considered first. Queen's University has an employment equity program and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

University of Alberta
Edmonton

Faculty of Education

The Department of Educational Policy Studies invites applications for three full-time tenure-track positions commencing July 1, 2002. Appointments normally will be made at the Assistant Professor level, with the possibility of appointments at a more senior level.

The Department of Educational Policy Studies is a multidisciplinary department that excels in developing and disseminating scholarship that explores educational policies and practices as they pertain to leadership, society, culture, and lifelong learning. The Department has a large enrollment of master's and doctoral students as well as a major commitment to the undergraduate programs of the Faculty of Education. At the undergraduate level, the Department provides teaching and advising in the Faculty's Intercultural/International Education, Native Education, and Religious and Moral Education minors, and supports required courses on Managing the Learning Environment and Ethics and Law in Teaching. The Department fosters flexible and collaborative programming for graduate specializations in Adult Education, Educational Administration and Leadership, First Nations Education, and Theoretical, Cultural, and International Studies in Education. In addition, the Department strives to establish and maintain collaborative relationships with relevant practitioners and practitioner organizations outside the University.

The successful candidates' responsibilities will include undergraduate and graduate teaching, supervising graduate students, developing and sustaining a personal program of research, and may include supervision of undergraduate interns and advising undergraduate students. Applicants should have a doctoral degree, and a strong commitment to research, scholarly publication, and teaching. Applicants qualified to contribute to more than one specialization and who bring a policy focus to their scholarship should provide details in their applications.

Applications are sought for the following specializations:

Educational Administration and Leadership: The primary area of expertise can be in any area of Educational Administration and Leadership, and can focus on K to 12 schooling or postsecondary education.

First Nations Education: Priority in hiring will be given to those with Aboriginal lived experience who are versed in an Aboriginal worldview and its application in contemporary life, and who are able to counsel, supervise, and teach students from that perspective.

Theoretical, Cultural, and International Studies in Education: Priority will be given to those with expertise in one or more educational foundations disciplines and a research focus in politics, morality, law, or ethics, with particular emphasis on equity and diversity issues in education.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications should include a letter indicating clearly the position being sought and outlining potential contributions to the Department, a curriculum vitae, a sample of scholarly work, and the names of three referees. Please submit no later than November 30, 2001 to:

Stephen P. Norris, Chair
Department of Educational Policy Studies
7-104 Education North
University of Alberta
Edmonton, Alberta T6G 2G5.

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

BIOLOGY

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available in Genomics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm. Concordia University, Faculty of Arts & Science, is looking for one senior Canada Research Chair in Genomics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

THE UNIVERSITY OF NEW BRUNSWICK — The Department of Biology (Fredericton) seeks applicants for an Instructor position. The successful candidate will be responsible for teaching Biology courses (Human Anatomy and Pathophysiology) to primarily Nursing students in Moncton (home campus) and Bathurst. Applicants must have a minimum of a Master of Science in Biology in pathophysiology, physiology or closely related field. Questions regarding position should be directed to the Chair of Biology. The position will commence 1 January 2002. Closing date for applications is 1 November 2001 or until a qualified person is found in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the Principle of Employment Equity. Candidates should submit a letter of application describing their teaching interests and curriculum vitae, with the names of three potential referees to: Prof. TG Dilworth, Department of Biology, University of New Brunswick, Bag Service E45111, Fredericton, NB, E3B 6E1; phone (506) 453-4582, e-mail: dilw@unb.ca

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Life Sciences seeks a candidate for a new position in Vertebrate Biology. This is a tenure-stream position at the level of Assistant Professor. Applicants must have a PhD (or equivalent), and preferably some postdoctoral experience. The successful candidate will be provided with significant start-up funds, and will be expected to secure external research support and to establish an active research laboratory. Teaching responsibilities will comprise a standard load of 1.5 full course equivalents per year in courses that contribute to proposed new co-op and non-co-op programmes in Conservation Biology and to the major and specialist programmes in Biological Sciences. Preference will be given to those whose work integrates ecology, behaviour, or evolution with conservation biology. For information on research and teaching strengths in the Division, please consult the Divisional website. http://www.utsc.utoronto.ca/~friesc/index.html. Interested applicants should submit a complete curriculum vitae (that should include individual statements of research and teaching interests) and a copy of recent reprints, and arrange to have three letters of recommendation (including comments on teaching ability, publications and research potential) sent from the referees. All materials should be addressed to: Professor John H Youson, Chair, Division of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. Closing date for applications is January 30, 2002. Salary will be commensurate with qualifications. The position will be effective July 1, 2002. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Life Sciences seeks a candidate for a new position in Wildlife or Conservation Biology. This is a tenure-stream position at the level of Assistant Professor. Applicants must have a PhD (or equivalent), and preferably some postdoctoral experience. The successful candidate will be provided with significant start-up funds, and will be expected to secure external research support and to establish an active research laboratory. Teaching responsibilities will comprise a standard load of 1.5 full course equivalents per year in courses that contribute to proposed new co-op and non-co-op programmes in Conservation Biology and to the major and specialist programmes in Biological Sciences. Preference will be given to those whose work integrates ecology, behaviour, or evolution with conservation biology. For information on research and teaching strengths in the Division, please consult the Divisional website. http://www.utsc.utoronto.ca/~friesc/index.html. Interested applicants should submit a complete curriculum vitae (that should include individual statements of research and teaching interests) and a copy of recent reprints, and arrange to have three letters of recommendation (including comments on teaching ability, publications and research potential) sent to: Dr. Peter T. Boag, Head, Department of Biology, Queen's University, Kingston, Ontario, Canada K7L 3N6 (E-mail: bioheadbiology.queensu.ca, Fax (613) 533-6617, web site. biology.queensu.ca). This position is open to citizens of all countries, but Canadians and permanent residents will be considered first. Queen's University has an employment equity program and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

BOTANY

THE UNIVERSITY OF BRITISH COLUMBIA is initiating a search for applicants for a Canadian Research Chair in the Biological Chemistry of Plants or Fungi. The Canadian Research Chair program has been established by the Canadian Federal Government with the purpose of attracting/retaining outstanding researchers to/ within the Canadian university system. This Chair is for a junior-level person (Assistant Professor level) who will be jointly appointed in the Departments of Botany and Chemistry. The successful candidate will be expected to establish a vigorous research program in the biological chemistry of plants or fungi. We particularly welcome applications in the areas of natural product biosynthesis, metabolic engineering, biotechnology, directed evolution of enzymes, genomics, and chemical ecology He/She will be expected to participate in the education of students at the undergraduate and graduate level in Botany and Chemistry. UBC hires on the basis of merit and is committed to employment equity All qualified persons are encouraged to apply Interested individuals should send a CV, list of publications, and a description of proposed research and interests to Carl Douglas, Head, Department of Botany, 3529-6270 University Boulevard, Vancouver, BC, V6T 1Z4, Canada Applicants should also arrange for three letters of reference to be sent to the above address Screening of applicants will begin December 15, 2001, and continue until the position is filled

BUSINESS

WILFRID LAURIER UNIVERSITY — The School of Business and Economics invites applications for tenure-track positions in the Accounting and Marketing areas commencing July 1, 2002 Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor For the Accounting position expertise is sought in the area of financial accounting, auditing, accounting information systems, and/or tax. The area of expertise for the Marketing position is open Qualifications include PhD or ABD with evidence of strong research and teaching potential The School has seventy full-time faculty in Business, sixteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people Please direct applications by November 30 to: John McCutcheon, Acting Associate Dean of Business: Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave W, Waterloo, Ontario, N2L 3C5, jcmccut@wlu.ca

THE UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business is recognized world wide for quality management educatron. The School's major programs include a highly regarded MBA program; a small, selective undergraduate program, a well-established doctoral program; as well as an expanding portfolio of programs for executives including an Executive MBA program. The School maintains an international orientation for research, curricula, faculty recruiting and student exchanges. High quality scholarly research as well as research dealing with issues of interest to practicing managers is actively encouraged and generously supported. Excellence in teaching is also highly valued. The faculty is collegial and engages in interdisciplinary and collaborative research. The Ivey School is also embarking on a substantial program of teaching and research activities in Asia. The School seeks candidates for a tenured or probationary (tenure track) position in the Global Environment of Business (GEOB) area The position is available to begin July 2002. Candidates for a tenured appointment must have a PhD and established teaching and research credentials Candidates for a probationary (tenure track) position will have completed their PhD by the time of appointment. The successful candidate will have an active research program indicating an expanding contribution to the management literature, both academic and practitioner, and will also be a skilled teacher, comfortable with a case/discussion teaching format. Training in an underlying discipline such as economics, political economy or political science would be considered a strong asset. Internatronal background and experience, and language ability are valued. The successful candidate will teach in a core MBA and/or undergraduate course requiring expertise in analyzing the interface between businesses and their economic, political and institutional environments around the world. Consideration of how political and legal institutions, both within and between countries, affect firms' domestic and international strategies is a central focus of the course A managerial perspective that considers how these and related micro and macroeconomic factors affect a firm's pursuit of competitive advantage is required. Applications for a tenured Associate Professor or Full Professor position are particularly encouraged. These candidate's qualifications and record of achievement will indicate an interest and ability to quickly assume a leadership role This position is subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for this position. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Tony Frost, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 Submission deadline is December 31, 2001 Electronic submissions are encouraged and can be sent to geob@ivey.uwo.ca.

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, starting m Fall, 2002, subject to budgetary approval The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research expertise in one or more of the following areas. Human Resources/Strategic HR, Industrial Relations, or Organizational Behaviour. Preference will be given to candidates whose research and teaching interests span across two or more of the above domains. Duties include research (McMaster is a "research intensive University"), teaching at both the graduate and undergraduate levels and the ability to supervise doctoral candidates. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees Send applications and all supporting documentation to: Dr. V.V Baba, Dean, Michael G. DeGroote, School of Business, Mc Master University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing Fall 2001 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EDP auditing, E-commerce, information systems and/or advanced financial accounting The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St W Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca., fax. (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position Applications will be considered until the position is filled.

CARDIAC SCIENCE

THE UNIVERSITY OF CALGARY — The Department of Medicine and the Department of Cardiac Sciences of the Calgary Health Region (CHR) invite applications for a full-time academic position at the Professor level to lead cardiac health outcomes research. The incumbent will participate in undergraduate and graduate clinical teaching, and provide cardiac consulting services within the Region Qualifications include an MD, certification in Cardiology, a record of research excellence in cardiac health outcomes research, eligibility for licensure in the Province of Alberta Please submit a curriculum vita and the names of three references, by November 30, 2001, to: Dr. D.W. Megran, Acting Head, Department of Medicine, Faculty of Medicine, 1403-29 Street N.W., Calgary, Alberta, Canada T2N 2T9. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada The University of Calgary respects, appreciates and encourages diversity.

CARIBBEAN STUDIES

YORK UNIVERSITY — Faculty of Arts, Division of Social Science invites applications for a tenure-stream appointment in Caribbean Studies at the assistant professor level commencing July 1, 2002. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as several specialized interdisciplinary programs. The Latin American and Caribbean Studies Program (LACS) is an interdisciplinary program jointly housed in the Divisions of Social Science and Humanities. It offers honours undergraduate degrees in conjunction with various disciplines and interdisciplinary programs. York University also hosts the Centre for Research on Latin America and the Caribbean (CERLAC), offering an institutional and intellectual space to facilitate collaboration in research and institutional development projects in the area, and a Graduate Diploma in the field at LACS Areas of specialization are open. The successful candidate will hold a PhD or equivalent, and will show promise of excellence in research and publication in the field of Caribbean Studies. In addition, he or she must demonstrate a strong competence in undergraduate teaching and an ability of teach in interdisciplinary programs. Specifically, the candidate must be prepared to teach an interdisciplinary course introducing students to Caribbean societies and an upperlevel interdisciplinary course on a topic related to the candidate's field of specialization. He or she will also be expected to become centrally involved in the activities of LACS. The successful candidate will show potential to be appointed to the Faculty of Graduate Studies. Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to: Mary-Louise Craven, Chair, Division of Social Science, 5756 Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Phone: (416-736-5056 x77812); Fax: (416) 736-5574, e-mail: mlc@yorku.ca. Deadline. January 1, 2002. For many years, York University has had a policy of employment equity including affirmative action for women faculty. Recently, York has included racial/visible minorities, persons with disabilities and aboriginals in its affirmative action program. The Division of Social Science welcomes applications from qualified women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The affirmative action program can be found on York's website at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736 5713. All positions at York are subject to budgetary approval. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position, applications are invited from qualified individuals regardless of their immigration status in Canada

CHEMISTRY

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available in Organic Chemistry. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience concordia ca/internet/jobs.cfm. Concordia University, Faculty of Arts & Science, is looking for one junior Canada Research Chair in Biological Chemistry Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience concordia ca/Internet/jobs.cfm

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Chemistry invites applications for a probationary (tenure-track) position at the rank of Assistant Professor. Candidates with excellent research backgrounds in Physical Chemistry or any related area will be considered Individuals with expertise in electrochemistry are particularly encouraged to apply. The successful candidate will be expected to establish an independent, externally funded research program, and to develop and teach innovative courses in physical chemistry at the undergraduate and graduate levels The Department of Chemistry (www uwo.ca/chem) is a large, research intensive Department with strong programs in many areas of chemistry and with good interdisciplinary links to research groups in other Departments in the Faculties of Science, Engineering and Medicine & Dentistry Interested candidates should send their curriculum vitae, names of three referees along with a descriptron of research accomplishments and a proposal for future research with an appropriate budget to Dr. R. H. Lipson, Department of Chemistry (rlipson@julian.uwo ca) The University of Western Ontario, London, Ontario, Canada N6A 5B7. Closing date for receipt of applications is January 31, 2002 Position is subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities Canadian Citizens and Permanent Residents will be considered first for this position

McMASTER UNIVERSITY — The Department of Chemistry and the School of Geography and Geology invite applications for a joint tenure-track position in the area of environmental analytical chemistry, environmental chemistry or environmental geochemistry The successful candidate will be appointed at the level of Assistant Professor and must hold a PhD degree m Chemistry or Geochemistry, preferably with relevant postdoctoral experience Candidates will be expected to develop a strong research program and to participate in the teaching of analytical chemistry and geochemistry courses at both the undergraduate and graduate levels. The position will be available beginning July 1, 2002. McMaster University is committed to employment equity and encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons wich disabilities. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position Applicants should send a curriculum vita, a research proposal and a statement of teaching philosophy to the address below. The evaluation of candidates will begin on December 1, 2001 and will continue until the position is filled. Applicants should also arrange for letters from three references to be sent to the attention of: Dr. Brian E McCarry, Chair, Environmental Geochemistry Search Committee, Department of Chemistry, McMaster University, Hamilton, Ontario, Canada, L8S 4M1, e-mail: mccarry@mcmaster.ca, phone: +1 (905) 525-9140 ext 24192

THE UNIVERSITY OF ALBERTA — The Department of Chemistry invites applications for a tenure track position in Analytical Chemistry at the Assistant Professor level to begin July 1, 2002. A PhD in Chemistry or a closely related area is essential and postdoctoral experience an asset. The research of 29 faculty and 150 graduate students is supported by excellent services, including X-ray crystallography, mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other mdividuals will be considered. Applicants should submit a complete curriculum vitae and a research proposal by January 18, 2002, and arrange to have three confidential letters of recommendation sent on their behalf to: Professor Martin Cowie, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

THE UNIVERSITY OF ALBERTA — The Department of Chemistry invites applications for a tenure track position in Inorganic Chemistry at the Assistant Professor level to begin July 1, 2002. The Department seeks candidates with demonstrated ability and outstanding potential for excellence in teaching and research. The research of 29 faculty and 150 graduate students (see www.chem.ualberta.ca) is supported by excellent services, including mass spectrometry, high-field NMR and X-ray crystallography laboratories, and Departmental electronic, machine and glassblowing shops. Applicants should submit a curriculum vitae and a research proposal by November 30, 2001, and arrange to have three confidential letters of recommendation sent on their behalf to Professor Martin Cowie, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the baws of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

McGILL UNIVERSITY — This new appointment is for a joint, tenure-track position at any level in Environmental (Atmospheric or Oceanic) Chemistry, shared between the Department of Atmospheric and Oceanic Sciences and the Department of Chemistry Applicants for this position should have a PhD degree and will normally have had postdoctoral or industrial experience in a research field of interest to the hiring departments The successful applicant will be expected to teach at the undergraduate and graduate levels, supervise graduate research, and establish a vigorous research program. Review of applications will begin immediately and will continue until the position is filled, with a September 1, 2002 starting date. For more information about McGill University and the two Departments involved, see http://www mcgill.ca Candidates should forward (not by e-mail) a curriculum vitae, research and teaching proposals, and arrange to have at least three letters of recommendation sent to: Dr. Bruce Lennox, Chair, Department of Chemistry, McGill University, 801 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6 In accordance with Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and Permanent Residents of Canada However, applications from all outstanding candidates will be considered. McGill University is committed to equity in employment

McGILL UNIVERSITY — The Department of Chemistry invites applications for a tenure-track position at any level. Individuals qualified for CRC level I or II Chairs are encouraged to apply. Applicants with interests in any aspect of modern expermental polymer or physical chemistry are encouraged to apply Expertise in synthesis, physical aspects of materials or polymers, spectroscopy, or microscopy is of particular interest. Applicants must have a PhD and must have had postdoctoral or industrial experience in a related research field. The successful candidate will be expected to teach at the undergraduate and graduate levels and to establish a vigorous research program Review of applications will begin immediately; the expected starting date is September 1, 2002 For more information about the department, visit our web site at http://ww2.mcgill.ca/chemistry/. Candidates should send (not by email) a curriculum vitae, a research proposal (including details of necessary start-up funds), a teaching statement, and arrange to have at least three letters of recommendation sent to: Professor R B Lennox, Chair, Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec, Canada H3A 2K6 In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada, however, applications from all outstanding candidates will be considered. McGill University is committed to equity in employment.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track faculty position in the Department of Chemistry and Biochemistry in the areas of Organic Chemistry commencing July 1, 2002 Subject to budgetary approval For detailed position descriptions visit our website at. www uwindsor.ca/facultypositions. Closing date of applications Organic Chemistry, January 4'02 Contact. Dr. Keith Taylor, Head, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel· 519 253.3000, Ext. 3526, Fax 519 973 7098, Email· taylor@uwindsor ca

CHILD & YOUTH STUDIES

BROCK UNIVERSITY — The Department of Child and Youth Studies invites applications for a probationary (tenure track) appointment at the rank of Assistant Professor, effective July 1, 2002. The position is subject to final budgetary approval. A recently completed PhD in a relevant discipline is required together with evidence of successful teaching experience, research potential and expertise in critical approaches to Child and/or Youth Policy In addition to undergraduate teaching and supervision, the successful candidate will be expected to support a new MA program in Child and Youth Studies, develop a strong program of independent research and scholarly activities and participate in the affairs of the department. Applicants should submit by February 28, 2002, a letter of application, curriculum vitae, selected reprints/preprints of publications, and arrange for three letters of reference to be sent to: Dr. Christine Blais, Chair, Department of Child and Youth Studies, Brock University, St. Catharines, Ontario, Canada, L2S 3A1 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are encouraged to apply More information on Brock University may be found on the University's website at: www.brocku.ca

QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Finanee, Accounting (one in Financial and one in Management), International Business, Management Scienee, Strategy and Business Policies, Marketing and Opcrational Behaviour/Human Resources (Assistant, Associate or Full Professor levels).

QUALIFICATIONS
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION
Queen's School of Business has an outstanding reputation in its academic programs. For an unprecedented four consecutive years Queen's MBA for Science & Technology has been ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commeree program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Managcment Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a vast array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning cnvironment at Queen's is supported by outstanding library and computing facilities.

THE CITY
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men; including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2002, but is flexible. Applicants should submit a cover letter, current C.V., three letters of recommendation and a sample publication, thesis proposal or completed thesis, preferably by email to: deansoffice@business.queensu.ca, or by mail to:

Thomas Anger, Associate Dean
Queen's School of Business, Queen's University
Dunning Hall – Rm. 140
Kingston, Ontario K7L 3N6

www.business.queensu.ca

Concordia University's Faculty of Arts and Science

A Brilliant Choice

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to two tenure-track positions, one in the field of Human Relations and the other in the field of Therapeutic Recreation. For the position in Human Relations, applicants must be human systems development specialists in the areas of building task groups and effective teams in the context of organizations and communities. The successful candidate will be expected to teach in the department's human relations programs, including the MA in Human Systems Intervention. Applicants must have a doctorate in a relevant social science discipline, advanced professional training in human relations and group process intervention, and experience in working with groups in new forms of work organizations. For the position in Therapeutic Recreation, applicants must have expertise in cognitive disabilities and illness and/or physical disabilities. The successful candidate will be expected to teach in the department's therapeutic recreation and leisure sciences programs and become involved with local clinical and community Therapeutic Recreation agencies and provincial and national associations. Applicants must have a doctorate in Therapeutic Recreation, Leisure Sciences or a related discipline, as well as a demonstrated commitment to the field of Therapeutic Recreation. The candidates for both positions will be expected to maintain a research profile in their field, leading to publications in refereed journals and external funding. French proficiency is an asset.
Dr. Randy Swedburg
Chair, Department of Applied Human Sciences
swed@vax2.concordia.ca

BIOLOGY

Our Department of Biology invites applications for one tenure-track position in Genomics. Applicants must have a PhD and postdoctoral experience. The successful candidate will be expected to develop an externally funded research program using genomic techniques to study microbial or plant biology, and will teach at the undergraduate and/or graduate levels. The candidate will join a complement of about a dozen faculty members with research interests in molecular biology and biochemistry, and will have access to the resources of Concordia's Center for Structural and Functional Genomics.
Dr. Claire Cupples
Chair, Department of Biology
biochair@alcor.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one tenure-track position. We are seeking the best possible candidate in organic chemistry, whose research interests will complement those of the present faculty. Applicants must have a PhD and postdoctoral experience. The successful candidate will be expected to establish an active research program and teach at both the undergraduate and graduate levels.
Dr. M.F. Lawrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to two tenure-track positions, one in the field of Multimedia Theory and Practice and the other in the field of Video Theory and Practice. Applicants should have a terminal degree (PhD or MFA) in Communication Studies or a cognate discipline. In addition, applicants should have related teaching experience and the ability to build and maintain a high quality creative and/or research program. Candidates will be expected to teach creative laboratory courses and supervise students at the undergraduate and graduate levels. A working knowledge of French is required for participation in our Inter-university doctoral program.
Dr. Martin Allor
Chair, Department of Communication Studies
allor@vax2.concordia.ca

ECONOMICS

Our Department of Economics invites applications for up to three tenure-track positions. All fields of specialization will be considered, but we have a special interest in candidates who have a background in theoretical or applied microeconomics (including Industrial Organization, Labor and International Economics) or in applied econometrics. Applicants should have a completed, or near-completed, PhD. The successful candidates will be expected to teach at the undergraduate and graduate levels and be committed to research.
Dr. William A. Sims
Chair, Department of Economics
simswas@vax2.concordia.ca

EDUCATION

Our Department of Education invites applications for one tenure-track position in the field of Educational Technology. Applicants must be able to teach in several of the following areas: human performance technology, educational computing, research methods, distance education, cognitive sciences, multimedia design, and/or formative evaluation. Applicants should have a PhD and must be committed to teaching, supervising undergraduate and graduate students and developing a strong research program. Knowledge of French is an asset.
Dr. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

ENGLISH

Our Department of English invites applications for one tenure-track position in Twentieth Century Literature, with emphasis on modern and contemporary British and American literature. Applicants must have a completed or soon-to-be-completed PhD. Teaching experience is an asset. The successful candidate will teach at the undergraduate and graduate levels, and will supervise graduate theses. We also expect an active and productive commitment to scholarship. Candidates must include a writing sample and a transcript along with their applications.
Prof. Terence Byrnes
Chair, Department of English
byrnes@alcor.concordia.ca

ÉTUDES FRANÇAISES

Le Département d'Études françaises sollicite des candidatures à un poste, orienté vers la didactique et le multimédia, d'enseignement du français langue seconde, au rang de professeur-e adjoint-e, et menant à la permanence. Les qualifications recherchées sont un doctorat en linguistique ou en didactique, une expérience diversifiée de l'enseignement, l'aptitude au travail d'équipe et une connaissance du milieu. Le ou la candidat-e retenu-e enseignera à différents niveaux, travaillera en équipe et participera à l'administration des programmes.
Madame Lucie Lequin
Directrice du département d'Études françaises
lequin@vax2.concordia.ca

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for up to two tenure track-positions, one in the field of Athletic Therapy and the other in the field of Clinical Exercise Physiology. For the Athletic Therapy position, applicants should be certified by the Canadian Athletic Therapists Association, as the candidate will teach undergraduate courses in a program accredited by the CATA. Primary teaching responsibilities will require specialization in the areas of Sport Injury Assessment and Rehabilitation, Therapeutic Modalities, and Emergency Care Procedures. For the position in Clinical Exercise Physiology, primary teaching responsibilities require specialization in the areas of Pathophysiology, Assessment and Rehabilitation. Applicants for both positions must have a relevant degree, preferably a PhD. Candidates will be required to establish strong research profiles, including publications, and obtain external funding.
Dr. William R. Sellers
Chair, Department of Exercise Science
bsell@vax2.concordia.ca

GEOGRAPHY

Our Department of Geography invites applications for one tenure-track position in Urban Geography and Public Policy. Applicants should have a PhD with a focus on economic, social or environmental urban issues, as well as a strong interest in public policy, demonstrated research excellence and strong teaching and communication skills. The successful candidate will teach courses at the undergraduate level in both urban studies and geography, and will participate in the graduate program in Public Policy. The candidate will also be expected to develop a rigorous, externally funded research program, embracing graduate student supervision.
Dr. Patricia A. Thornton
Chair, Department of Geography
thorpat@vax2.concordia.ca

LIBERAL ARTS

Our Liberal Arts College invites applications for one tenure-track position in its multi-disciplinary Great Books core curriculum. Applicants must have a PhD in History, preferably with specialized competence in 19th and 20th Century European Intellectual History or Art History, as well as experience in, and commitment to, the Liberal Arts College's vision of education, and a record of publication. The successful candidate will teach Western Civilization seminars as well as traditional art history surveys, which run across Antiquity to the present.
Prof. Harvey Shulman
Principal, Liberal Arts College
shulhar@vax2.concordia.ca

MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to two tenure-track positions in Statistics. We are particularly interested in candidates with expertise in Computational Statistics, Multivariate Analysis, Time Series Analysis or Survival Analysis. Applicants should be familiar with computational techniques and have a proven record of research as well as a demonstrated interest in teaching, both at the undergraduate and graduate levels.
Dr. Hershy Kisilevsky
Chair, Department of Mathematics and Statistics
kisilev@discrete.concordia.ca

PHILOSOPHY

Our Department of Philosophy invites applications for one tenure-track position for a candidate specializing in social/political philosophy. Applicants should have a PhD, an active research program and prior teaching experience. Competence in 19th or 20th century continental philosophy is an asset. The ideal candidate will teach at the undergraduate and graduate levels, and will be expected to supervise graduate theses.
Dr. Andrew Wayne
Chair, Department of Philosophy
awayne@alcor.concordia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to four tenure-track positions. Two positions are in the field of International Relations, one with a research focus on global/regional trade and finance, and the other with a focus on international institutions, including a demonstrated knowledge of theoretical perspectives related to regime-building and global governance. One position is in the field of Comparative Politics, with a specialization in China and/or China/Japan or the Middle East. One position is in the area of Canadian Politics, with a focus on one, or a combination of the following fields: political communication, media and politics, or political economy. The position in Canadian Politics is a joint appointment with our School of Community and Public Affairs. Applicants for each of these positions should have a PhD and an active research program. The successful candidates will teach at both the undergraduate and graduate levels.
Dr. Reeta Tremblay,
Chair, Department of Political Science
reetact@vax2.concordia.ca

PSYCHOLOGY

Our Department of Psychology invites applications for up to two tenure-track positions in the area of clinical psychology. Special consideration will be given to candidates with research interests in psychopathology, developmental psychopathology across the lifespan, health, prevention, program evaluation, personality, or the family, or whose research will add to either of our two associated research centres — the Centre

Since 1997, our Faculty of Arts and Science has hired more than 100 tenure-track professors, marking the biggest rebuilding of our professorial ranks in a generation. We plan to hire another 100 professors over the next four years, including up to 30 for the 2002-03 academic year. We invite you to join our dynamic Faculty.

for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. Applicants must have a PhD, preferably from an APA- or CPA-accredited clinical program. Post-doctoral training and teaching experience are desirable. Applicants should have a dedication to scholarship, a demonstrated ability to build and maintain a high-quality research program and an ability to contribute to the training of students in our CPA- and APA- accredited doctoral program in clinical psychology.
Dr. June Chaikelson
Chair, Department of Psychology
chaikel@vax2.concordia.ca

SOCIOLOGY
Our Department of Sociology and Anthropology invites applications for up to three tenure-track positions in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: social justice and moral regulation, political sociology, economic sociology, and social movements. Preference will be given to candidates with expertise in comparative and historical perspectives and advanced methodology (analysis of census, surveys, and text materials) and/or general theory. Applicants must have a PhD. A working knowledge of French is an asset.
Dr. Anthony Synnott
Chair, Department of Sociology and Anthropology
synnott@vax2.concordia.ca

SPANISH
Our Department of Classics, Modern Languages and Linguistics invites applications for one tenure-track position in Spanish in the area of Translation (English to Spanish to English), with secondary expertise in Hispanic culture and/or literature. Applicants must hold a PhD in an appropriate field (Hispanic Studies or Comparative Literature) and have a record of published translations. Demonstrated excellence in the teaching of translation and native or near-native fluency in Spanish and English are required. Teaching responsibilities will include translation and related language courses at all levels, as well as general culture and/or literature courses.
Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

TEACHING ENGLISH AS A SECOND LANGUAGE
Our Department of Education invites applications for one tenure-track position in the field of teaching English as a second language. Applicants must be able to teach in several of the following areas: computer-assisted language learning; English for academic writing and other specific purposes; language assessment; and student-teacher supervision. Applicants should have a PhD and must be committed to teaching, supervising undergraduate and graduate students and developing a strong research program. Knowledge of French is required.
Dr. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

THEOLOGICAL STUDIES
Our Department of Theological Studies invites applications for one tenure-track position in the area of Applied Pastoral Ministries. Applicants must have a doctorate in the area of applied pastoral ministries and appropriate qualifications in clinical sciences. Candidates should have a strong teaching record in foundational theology as well as proven leadership in program direction and curriculum design.
Dr. Pamela Bright
Chair, Theological Studies
brightp@alcor.concordia.ca

WOMEN'S STUDIES
Our Simone de Beauvoir Institute invites applications for one tenure-track position in Feminist Theory, with an emphasis on issues of sexuality. Applicants must have a strong interdisciplinary background, as well as knowledge of the history and current developments in feminist thought. The successful candidate will teach such current course offerings as Feminist Thought, Queer Feminism and Ethics of Eros, and will be expected to design and teach other courses in this area. The candidate will also oversee our new program of credit-bearing internships in community organizations. Fluency in French is mandatory for this position.
Dr. Lillian S. Robinson
Principal, Simone de Beauvoir Institute
robinson@vax2.concordia.ca

Subject to budgetary approval, we anticipate filling these tenure-track positions, normally at the rank of Assistant Professor, for July 1, 2002. Please forward all applications to the appropriate Department contact. **Review of applications will begin on November 15, 2001 and continue until the positions are filled.** Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, all applicants are welcome to apply. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone: (514) 848-2081; e-mail: msinger@vax2.concordia.ca;

Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8.
Internet: http://artsandscience.concordia.ca

Canada Research Chairs

Concordia University has allocated up to 12 Canada Research Chairs to its Faculty of Arts and Science. We are currently seeking to fill five of these positions. In order to successfully compete for a Canada Research Chairs award, candidates are expected to have an outstanding and innovative research program and the ability to attract excellent graduate students. Those candidates nominated by the Faculty will have their applications submitted for approval to the CRC Secretariat. Senior appointments will normally be made at the Full Professor level. Junior appointments will normally be made at the Assistant Professor level.

Senior (Tier I) and Junior (Tier II) Canada Research Chairs in Psychology – Human Development
Our Department of Psychology invites applications for one Senior Canada Research Chair and one Junior Canada Research Chair, each in the field of Human Development. Applications will be considered in any area of human development across the life course, from infancy through aging. Particular areas of interest include: social development, social cognition, developmental psychopathology, and the health and development of high-risk populations. These positions will be based at the Centre for Research in Human Development, a government-supported research "Centre of Excellence", providing outstanding faculty and research facilities and research training opportunities at the doctoral and post-doctoral levels.
Dr. Lisa Serbin
Director, Centre for Research in Human Development
lserbin@vax2.concordia.ca

Senior (Tier I) Canada Research Chair in Education
Our Department of Education invites applications for one Senior Canada Research Chair in Education, in the field of human learning across the lifespan. The successful candidate is expected to have a strong ongoing research program and an excellent record of research productivity in one of the following areas – cognitive/social development, technology integration in teaching and learning, or second language learning in the classroom. Our Department of Education has excellent research training opportunities and exceptional research facilities, including the Centre for the Study of Learning and Performance.
Dr. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

Senior (Tier I) Canada Research Chair in Genomics
Our Department of Biology invites applications for one Senior Canada Research Chair in Genomics. The successful candidate will be an established researcher who uses genomic techniques to study microbial or plant biology. He or she will play a leading role in the expansion of genomic research and education at Concordia, including future faculty hiring in the field, and will use state-of-the-art equipment in the Department's multimillion-dollar, CFI-funded Centre for Structural and Functional Genomics.
Dr. Claire Cupples
Chair, Department of Biology
biochair@alcor.concordia.ca

Junior (Tier II) Canada Research Chair in Biological Chemistry
Our Department of Chemistry and Biochemistry invites applications for one Junior Canada Research Chair. Applications will be considered in any area of biological chemistry that complements those of the present faculty. The Department currently houses the Centre for Research in Molecular Modeling, with a state-of-the-art Beowulf cluster computing facility, and also offers a major facility for the mass spectrometric analysis of biomolecules. The successful candidate will be expected to actively participate in the Department's efforts to become a leading unit in science, at the interface between Chemistry and Biology.
Dr. M.F. Lawrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

These CRC positions will be filled either for the academic year beginning 2002 or 2003, depending on the prior commitments of the applicants and upon the successful completion of the Canada Research Chairs nomination and approval process. Applications must include a curriculum vitae, a statement of teaching and research objectives, and three letters of reference. Please forward all applications to the appropriate Department contact. **Review of applications will begin on November 15, 2001 and will continue until the positions are filled.**

For Canada Research Chair appointments, applications are welcome from Canadian citizens and citizens of other countries.

For more information about the above departments, we invite you to visit their web sites, which can be accessed through the main Faculty of Arts and Science web site at http://artsandscience.concordia.ca.

Concordia UNIVERSITY

Real education for the real world

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CLASSICS

BROCK UNIVERSITY — The Department of Classics invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective 1 July, 2002. It is subject to budgetary approval. We seek a scholar who has a keen interest in teaching Classical Greek language and Greek literature-in-translation and a strong research commitment to Greek literature or history, and who will also contribute to the rest of the Classics mandate as described below. Candidates must have the PhD or provide evidence that they will have it before the appointment begins. Other qualifications are demonstrated high achievement in undergraduate teaching, published work and evidence of continuing research. The Classics Department normally consists of six faculty members teaching a variety of courses towards pass and honours degrees in Classical Studies, Classical Languages (Greek and Latin at all levels), and Ancient Art and Archaeology (but including the languages). Besides these major programs, we also offer introductory courses in mythology and in civilization to satisfy a general requirement, and first-year language courses to satisfy a language requirement. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty, qualified women and men are encouraged to apply. The closing date for applications is 14 December, 2001. Applicants should send a letter of application, curriculum vitae, and any other supporting material, and arrange for three letters of reference to be sent to: Professor Richard Parker, Chair, Department of Classics, Brock University, St. Catharines, Ontario, L2S 3A1, Fax: 905-688-2789. More information on Brock University may be found on the University's website: www.brocku.ca

THE UNIVERSITY OF MANITOBA — The Department of Classics invites applications for a position at the rank of Assistant Professor for a term of three years commencing July 1, 2002. The appointee's area of specialization will be in the Art and Archaeology of Rome or Late Antiquity. A PhD completed by the time of appointment is required. Ability to teach undergraduate courses in Latin and/or Greek and in Classical civilization and ancient history is desirable, as is access to field-work opportunities for students. Starting salary will reflect the qualifications and experience of the successful applicant. A complete application consisting of a letter of application, a current CV, evidence of successful teaching, and a sample of scholarly writing must be received by December 6, 2001. Applicants should also arrange to have three confidential letters of reference sent to Rory B. Egan, Head, Department of Classics, University of Manitoba, Winnipeg, MB R3T 2M8 (Fax 204-474-7684). Further information concerning this position, or the Department may be obtained from http://www.umanitoba.ca/faculty/arts/classics or by email at regan@ms.umanitoba.ca. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WINDSOR invites applications for 3-year limited-term position in Classical Studies in Classics (AOS Open) and a tenure-track faculty position in Spanish in the area of Second Language Acquisition commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: Classics (AOS Open), March 1/02; Spanish, January 25/02. Contact Dr. Susan Wendt-Hildebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519 253-3000, Ext. 2873, Fax: 519 971-3648; Email: swh@uwindsor.ca.

CLINICAL PSYCHOLOGY

THE UNIVERSITY OF NEW BRUNSWICK SAINT JOHN — The Department of Psychology invites applications for a tenure-stream position in Clinical Psychology at the Assistant Professor level, commencing July 1, 2002. This position is subject to budgetary approval. Applicants should have an eclectic background in clinical psychology and be committed to the scientist-practitioner model. A demonstrated ability to teach course(s) relevant to clinical psychology is preferred as is an enthusiasm for teaching other courses at both the graduate and undergraduate levels (including Introductory Psychology). The successful applicant will have the opportunity to develop a course in his/her area of expertise. To further research interests, the applicant may take advantage of the close relationship between the university and a regional hospital located adjacent to the campus and/or a Centre for Criminal Justice Studies which has close ties to the Department of Psychology. The successful applicant will be expected to pursue an active programme of research. A PhD (or near completion) is required, and the candidate should either be licensed or be eligible for licensing as a clinical psychologist in New Brunswick. Salary range will be based upon qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to: Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, NB E2L 4L5. The preferred deadline for the receipt of applications is January 1, 2002; however, applications will be considered until the position is filled. Questions concerning this position may be directed to: Dr. Alexander Wilson, Chair, Department of Psychology, at awil@unbj.ca. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Tracey Chrisanon, Admin Secretary Faculty of Arts, University of New Brunswick Saint John, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, Phone (506) 648-5560, Fax: (506) 648-5611

COMMUNICATION STUDIES

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available — one in the field of Multimedia Theory and Practice, the other in the field of Video Theory and Practice. Please see our full ads displayed and in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

McMASTER UNIVERSITY — The Department of Political Science, in conjunction with the Programme in Communication Studies, invites applications for a tenure-track position as the Assistant Professor level commencing July 1, 2002. The Department seeks candidates in Political Theory and Communication Studies. In Political Theory the successful applicant will be required to teach at both the graduate and undergraduate levels and to participate in the Department's PhD programme. In Communication Studies he/she should have the ability to teach the introductory course and upper-level undergraduate courses. Communication Studies is a new interdisciplinary programme which was introduced in September 2001. The candidate should also have a completed PhD or be near completion. Outstanding research and teaching potential are necessary qualifications for this position. The Department expects the person who takes up the position to engage in an independent research programme yielding significant peer-reviewed publications. Applications, including a curriculum vitae, three academic letters of reference, and a copy of a recent publication or paper, should be sent to Dr. Richard Stubbs, Chair, Department of Political Science, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Deadline for applications: January 4, 2002.

THE UNIVERSITY OF NEW BRUNSWICK SAINT JOHN CAMPUS — Applications are invited for a tenure track position in Political Science. The appointment will commence July 1st, 2002, subject to budgetary approval. The successful candidate will be part of the discipline of political science, with responsibilities to the Information and Communication Studies program. This is an interdisciplinary program focusing on the political, cultural, social and economic impact of new information technologies, the media and public opinion. Within this framework, applicants whose area of expertise includes cultural studies, political economy, e-governance and public policy are encouraged to apply. The successful candidate must be able to teach courses in political science that support this ICS program. The successful candidate will have a doctorate (or near completion), university-level teaching experience and a strong research record. We are looking for individuals with a strong commitment to multi-disciplinary research, teaching enthusiasm for undergraduate instruction, and a solid research agenda. Rank and salary commensurate with qualifications and experience. The Saint John Campus of UNB is a fast-growing institution currently experiencing enrolment increases, program expansion and the internationalization of both its student population and its curricula. Located in the City of Saint John with a regional population of 125,000, UNBSJ provides opportunities for research in a variety of communications contexts. Applicants should send curriculum vitae and the names and addresses of three references, to be received no later than 1 January 2002, to: Dr. Robert MacKinnon, Dean of Arts. The University of New Brunswick in Saint John PO Box 5050, Saint John, NB E2L 4L5 (www.unbj.ca). Questions concerning this position may be directed to rmackinn@unbj.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF OTTAWA — The Department of Communication invites applications for one full-time, tenure-track position at the rank of Assistant Professor starting July 1, 2002. Established in 1969, the Department has a large, dynamic and growing program, with a broad range of courses, covering both media and organizational studies. Applicants should have a PhD in communication or a related discipline and a relevant research dossier. The position will involve teaching in English or in French in one or more of the following areas: organizational communication, critical communication studies, media production and journalism. The University of Ottawa is a bilingual institution, therefore, bilingualism is a condition for tenure. Salary is based on the University's Collective Agreement. In accordance with Canadian Citizenship and Immigration requirements, these positions are open to Canadian citizens and permanent residents. Equity is a University policy. Candidates should submit their curriculum vitae and three letters of recommendation by December 1, 2001 to: Patrick J. Brunet, Chair, Department of Communication, University of Ottawa, 554 King Edward Ave., P.O. Box 450, Stn. A, Ottawa, Ontario, K1N 6N5

COMMUNICATION

L'UNIVERSITÉ D'OTTAWA — Le Département de communication sollicite des candidatures pour un poste de professeur ou professeure adjoint-e menant à la permanence. Date d'entrée en fonction: 1er juillet 2002. Créé en 1969, le département offre un programme solide et dynamique en pleine expansion. Son large éventail de cours couvre les domaines des médias et de la communication organisationnelle. Le candidat ou la candidate devra posséder un doctorat en communication ou dans une discipline connexe et un bon dossier de recherche et de publications. Le candidat ou la candidate devra enseigner en anglais ou en français dans l'un ou plusieurs des domaines suivants: communication organisationnelle, études critiques en communication et production médiatique et journalisme. L'Université d'Ottawa étant une université bilingue, le bilinguisme constitue une condition d'obtention de la permanence. Salaire selon la convention collective. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Prière d'adresser sa lettre de candidature, son curriculum vitae et trois lettres de recommandation avant le 1er décembre 2001: Patrick J. Brunet, directeu, Département de communication, Université d'Ottawa, 554 av. King Edward, C.P. 450, Succ. A, Ottawa, Ontario K1N 6N5.

COMPUTER SCIENCE

YORK UNIVERSITY — The Department of Computer Science intends to make a number of tenure-track and/or contractually limited appointments over the next few years. The Department plans to increase its overall strengths and has particular interest in attracting faculty members in the areas of: software systems, including compilers, programming languages, parallel systems, distributed systems, concurrent systems, networks, operating systems, software engineering, databases and other closely-related areas, artificial intelligence and graphics; parallel algorithms and architectures. Excellent candidates from all the above areas are encouraged to apply. The Department expects to fill one tenure-track position and one contractually limited position at the Assistant Professor level by July 1, 2002. All positions are subject to budgetary approval. A recent doctoral degree in Computer Science is required and the applicants must demonstrate strong potential for excellence in research and teaching at both the graduate and undergraduate levels. Applicants must identify for which position (tenure-track or CLA) they are applying. The Department of Computer Science at York includes over 35 faculty members, and is moving to a new Computer Science building in fall 2001. The department offers a full range of graduate and undergraduate programs. Located in Metropolitan Toronto, York University is the third largest university in Canada. For further information concerning the department see http://www.cs.yorku.ca. Applications, with curriculum vitae and the names of four references should be sent to: Computer Science Search Committee Chair, Department of Computer Science, Faculty of Pure and Applied Science, York University, 4700 Keele Street, Computer Science Bldg, Toronto ON, Canada M3J 1P3. Applications should be received by January 15, 2002 for appointments to be made for July 1, 2002. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Computer Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position."

THE UNIVERSITY OF ALBERTA — Department of Computing Science. Do you have a commitment to push the frontiers of computing research in one of the most supportive environments in Canada? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We are a department on the move, with resources to grow to over fifty faculty. We have eleven established research laboratories, including Algorithmics, Artificial Intelligence, Bioinformatics, Computer Vision and Multimedia Communications, Database Management, Graphics and Virtual Reality, Networks and Communications, Robotics, Software Engineering, Spatial Computing, and Software Systems. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS). In addition to the standard computational research facilities, we also have several large multiprocessor machines for high performance and visualization research. We have recently moved into a new research laboratory building adjoined to a renovated historical building. This combined space now provides us with consolidated office and research space in the middle of our campus of about 30,000 students. Computer Science research is well-funded in Alberta, with several provincial programs providing research opportunities that are the envy of every one in the world, including our multi-university collaborations (e.g., www.macr.ca, www.aserc.ab.ca), research chair programs (e.g., www.icore.ca), and a new billion dollar science and engineering research foundation (www.ahfser.ab.ca). Our current complement of 41 full time faculty work within a department of about 32 support staff, 160 graduate students and 550 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research jobs around the world. We are looking for highly-productive and eager computing scientists to complement our strengths in all areas listed above. We are especially keen on those who can demonstrate that they are driven by curiosity and interest in collaborative research with existing faculty across sub-disciplines. Candidates should have or be completing a PhD in Computing Science, with evidence of sustainable excellence of research, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university, in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will remain open until suitable candidates are chosen. Find further details about us at www.cs.ualberta.ca and send your curriculum vita and the names and addresses of three referees to: Iris Evenitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8, or evenitt@cs.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta lives on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

DALHOUSIE UNIVERSITY invites applications for tenure stream and contractually limited positions at all levels, within the Faculty of Computer Science, which currently has 27 faculty positions and approximately 620 undergraduate majors and 260 master's and doctoral students. The Faculty recently moved to a new, dedicated building, and initiatives are under development involving multidisciplinary research projects with university and industry partners. For example, a Master of Electronic Commerce degree is now offered in collaboration with the Faculties of Law and Management. Further expansion of Computer Science is a priority for the University. Dalhousie University is located in Halifax, Nova Scotia, which is the largest city in Atlantic Canada and affords its residents outstanding quality of life. The Faculty pursues a strong research program in the following areas: Software Engineering and Applications, Data Collection, Storage and Analysis, Communications and Networks, Theory and Algorithms, Network & New Media Applications. Application areas include electronic commerce and computers in medicine. The opportunity exists for faculty members to participate in industrially sponsored research through the Global Information Networking Institute University Services Inc. (GINIus). The Faculty is interested in outstanding candidates from all areas of computer science, however, preference will be given to candidates interested in network centric computing, software engineering, and related areas, such as networking, HCI, or distributed applications. Successful candidates will be encouraged to establish connections with industry. Applicants should have a PhD in Computer Science, although a PhD in a related area may be considered. Evidence of strong commitment to and aptitude for research and teaching is essential. Rank and salary will be commensurate with qualifications. Applications should include a curriculum vitae and the names and complete addresses of three references, and should be sent to the address below. Applicants should arrange for their referees to forward letters of reference directly to the same address. The Chair, Appointments Committee Faculty of Computer Science, 6050 University Avenue, Dalhousie University, Halifax, NS, Canada, B3H 1W5, E-mail: appointments@cs.dal.ca. Applications will be accepted until all available positions are filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women.

McGILL UNIVERSITY — The School of Computer Science wishes to invite applications for tenure-track positions at the assistant professor level, to begin June 1st, 2002 as part of its new Software Engineering program. Applications for more senior positions are also welcome. Areas of priority include, but are not limited to: verification and validation, real-time systems, networks, distributed systems and software architecture. Hardcopy applications, including a curriculum vitae, a list of publications with copies of one or two sample reprints, a research proposal and the names and e-mail addresses of three references should be sent to: Head, Search Committee, School of Computer Science, McGill University, McConnell Engineering Building, #318, 3480 University Street, Montreal, QC, H3A 2A7. The review process will begin December 1, 2001 and the search will continue until the positions are filled. Information about our department can be found at www.cs.mcgill.ca. McGill University is committed to equity in employment and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY — The School of Computer Science wishes to invite applications for tenure-track positions at the assistant professor level, to begin June 1st, 2002. Applications for more senior positions are also welcome. We are searching for computational biologists who are interested in either of the following areas: bioinformatics database and system design or bioinformatics algorithms and datastructures. Bioinformatics at McGill University has greatly expanded over the past two years and candidates would benefit from the world class medical school and biomedical research programs. The McGill Center for Bioinformatics is comprised of approximately 15 members who are involved in large scale projects that include (but are not limited to) areas such as genomics, func-

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SENIOR AND JUNIOR TENURE-TRACK POSITIONS IN FOREST ECOLOGY AND SILVICULTURE, FACULTY OF FORESTRY, THE UNIVERSITY OF BRITISH COLUMBIA

Applications are invited for two tenure-track positions in the Department of Forest Sciences, Faculty of Forestry, University of British Columbia. The senior position is the fully endowed Forest Renewal British Columbia (FRBC) Chair in Silviculture. The successful candidate is expected to be appointed at the Associate or Full Professor level. Applicants should have a Ph.D. and significant research experience in silviculture, an internationally recognized reputation as a leading scholar and a commitment to educating undergraduate and graduate students. The successful candidate should be able to bring relevant scientific knowledge and understanding to public debate on silvicultural strategy and practice. Salary will be commensurate with qualifications and experience. The position has a guaranteed annual research budget, but the successful candidate will be expected to secure additional funding from external sources such as NSERC, FRBC and the Canada Foundation for Innovation (CFI). Research should include current silvicultural practices and problems in British Columbia. The successful candidate will be expected to teach undergraduate and graduate level courses in silviculture and contribute to spring and fall field schools.

Candidates for the junior position should have demonstrated potential for teaching and research. Research should include the ecology and silvics of commercially important tree species in British Columbia. The successful candidate will be expected to generate external research funding from sources such as NSERC, FRBC and CFI, and teach undergraduate and graduate courses in ecological site classification and silvics in British Columbia forests in addition to contributing to spring and fall field schools. The junior position is expected to be filled at the Assistant Professor level. Salary will be commensurate with qualifications and experience.

The Faculty of Forestry has strong teaching and research programs that embrace the full range of forest sciences at both the undergraduate and graduate levels. The Faculty offers undergraduate programs in Forest Sciences, Forest Resources Management, Forest Operations, Natural Resource Conservation and Wood Processing. In addition, the Faculty has three research forests, which represent a range of forest ecosystems, as well as a new Forest Sciences Centre with modern research and teaching facilities. The University of British Columbia has established programs in several areas of biology and management that could lend strength and support to these positions. The Centre for Applied Conservation Research, the Centre for Biodiversity Research, the Sustainable Development Research Institute and the academic departments in the Faculties of Forestry, Science and Agricultural Sciences form a strong supporting community of scholars.

The forests of British Columbia are rich and varied, and the management of these forests is at a critical juncture where new demands for their use and conservation include a wide range of products and processes. Forests in near natural states as well as second growth forests will require many new silvicultural approaches to satisfy diverse demands.

The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications should be received by **December 31, 2001** and should include a curriculum vita, a statement of research interests, evidence of successful teaching or a statement of teaching philosophy, and the names, addresses and phone numbers of three referees. Send applications in confidence to: **Dr. Chris Chanway, Search Committee Chair, Department of Forest Sciences, Faculty of Forestry, The University of British Columbia, 3041-2424 Main Mall, Vancouver, BC V6T 1Z4 Canada. Phone: 604-822-3716; Fax: 604-822-9133; E-mail: cchanway@interchg.ubc.ca** See our website at **www.forestry.ubc.ca**

McGill

Tomlinson Chair in Shakespeare
Department of English

As part of the Faculty of Arts commitment to continuing its traditional strengths in the area of Shakespeare studies, the Department of English invites applications for the Tomlinson Chair, an endowed Chair at the rank of Full Professor, to begin September 1, 2002. Candidates should be distinguished scholars with outstanding records in research, graduate teaching and supervision, and undergraduate teaching. French is an asset. The successful applicant will be expected to help shape the ongoing McGill Shakespeare in Performance Research Team.

Applications should be sent to:
Professor Maggie Kilgour, Chair
Department of English, McGill University
853 Sherbrooke Street West
Montreal, Quebec, H3A 2T6

Applications should include a full curriculum vitae and the names of three referees whom the Department may contact. The closing date for the receipt of applications is **November 30, 2001**. For more information about the Department, visit our website at http://www.arts.mcgill.ca/programs/english/english.html.

McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

tional genomics, proteomics, protein-protein interaction, structural biology, clinical informatics, phylogeny, genome evolution, neuroscience, medical imaging, and cellular simulation. Hardcopy applications, including a curriculum vitae, a list of publications with copies of one or two sample reprints, a research proposal and the names and e-mail addresses of three references should be sent to: Head, Search Committee, School of Computer Science, McGill University, McConnell Engineering Building, #318, 3480 University Street, Montreal, QC, H3A 2A7. The review process will begin December 1, 2001 and the search will continue until the positions are filled. Information about our department can be found at www.cs.mcgill.ca. Information regarding the McGill Centre for Bioinformatics can be found at www.cs.mcgill.ca/~bioinfo. McGill University is committed to equity in employment and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being a leader in Computer Science education. Our Computer Science department houses a diverse research program with international stature. Because of its recognized capabilities, the Department attracts exceptionally well-qualified students at both undergraduate and graduate levels. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The University of Waterloo's Computer Science Department is one of the largest and the most eclectic department within Canada. Over twenty new faculty members have joined the Department recently, resulting in nearly 60 full-time faculty members. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 departmental research laboratories. The University has an enlightened intellectual property policy in which the rights are vested in the inventor; in part, this policy is responsible for many spin-off companies such as Waterloo Maple and Open Text Corp. For further information about the Department, please see http://www.cs.uwaterloo.ca/index.html. Exceptional candidates at all levels of experience and in our priority recruiting areas: bioinformatics, distributed systems, graphics, networks, scientific computation, software engineering, and user interfaces are encouraged to apply. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applications should include a curriculum vita and the names and e-mail addresses of three references. The application should be directed to Chair, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2002 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for these positions. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WINDSOR invites applications for seven 12-month limited-term lecturer positions in the School of Computer Science commencing July 1, 2002. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Closing date of applications: January 1/02. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext. 2980, Fax 519 973 7093; Email: garabon@uwindsor.ca.

CREATING WRITING

YORK UNIVERSITY — The Division of Humanities in the Faculty of Arts, invites applications for a tenure-stream position at the Assistant Professor level in Creative Writing (Poetry and secondarily Prose Fiction). The successful candidate will be expected to have an established reputation as a creative writer and supervise record of publications as well as be actively engaged in a program of creative/scholarly work. A PhD is highly desirable. Applicants should have the appropriate scholarly strengths to teach in the Division's interdisciplinary Foundations and upper-level courses as well as its Creative Writing Programme. Ability to teach in at least one of the following areas is advantageous: myth, fantasy, or multicultural literature. Duties may include teaching in the proposed graduate Programme in the Humanities. Salary depends upon qualifications and experience. The position, to commence July 1, 2002, is subject to budgetary approval by the University. Applicants should send a letter of application, including a c.v. and arrange for three confidential letters of recommendation to be sent no later than January 7, 2002 to: Professor Doug Freake, Chair, Division of Humanities, York University, Rm. 207 Vanier College, 4700 Keele Street, North York, Ontario, Canada, M3J 1P3. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Division of Humanities welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

DENTAL HYGIENE

THE UNIVERSITY OF MANITOBA — The School of Dental Hygiene is located in the Faculty of Dentistry and is a part of a dynamic health sciences campus. This university provides opportunities for collaboration with other health disciplines in the attainment of excellence in teaching, research, service and outreach activities. This is a full time, tenure-track position at the rank of Assistant Professor effective August 1, 2002. Responsibilities include both theoretical and clinical teaching at the undergraduate level in addition to coordination of all scheduling and monitoring of first year pre-clinical, clinical and externship activities. The successful candidate will work closely with full and part-time clinical faculty, staff and administrators, in a team-oriented environment. Participation in research and scholarly activity is an expectation of all tenure track faculty at the School of Dental Hygiene. A minimum of a Master's Degree in Dental Hygiene or a related discipline is required. Clinical practice and teaching experience is preferred. A record of research and/or scholarly activity would be a definite asset. Salary will be commensurate with education and experience, and is subject to final budget approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should forward their curriculum vitae and arrange for three (3) letters of reference to be forwarded to: Salme E. Lavigne, Director and Chair of Search Committee, School of Dental Hygiene, Faculty of Dentistry, University of Manitoba, D35-780 Bannatyne Avenue, Winnipeg, Manitoba, Canada R3E 0W2, e-mail: Salme_Lavigne@umanitoba.ca, Telephone: (204) 789-3665, Fax: (204) 789-3948. The deadline for applications is March 15, 2002.

DENTISTRY

THE UNIVERSITY OF ALBERTA — The Department of Dentistry invites applications for an experienced Clinical Dental Educator for the University of Alberta, Faculty of Medicine and Dentistry in the Department of Dentistry. The successful candidate will lead and direct all clinical academic matters in the Department of Dentistry. Applicant must have a DDS/DMD degree and a graduate degree at the Master's level. Formal prosthodontic education and ability to coordinate the dental implant program would be desirable. Eligibility for registration as a clinical dental specialist would also be helpful. Duties will include membership on the Department's Advisory Council, Curriculum Committee and Academic Standing Committee. A clinical research record would be valuable, as would the ability to utilize the electronic media (web-based) tools for teaching. The position would be either a tenure stream or clinic contract depending upon the candidate's background and experience. Salary and rank will be at the Associate Professor or Professorial rank depending upon the candidate's qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The position will be available May 1, 2002. Applicants are asked to forward their curriculum vitae and the names and addresses of three referees prior to December 15, 2001. Office of the Associate Dean, Department of Dentistry, Faculty of Medicine and Dentistry, University of Alberta, Room 3036 Dentistry/Pharmacy Center, Edmonton, AB, T6G 2N8 Fax: (780) 492-7536. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

EAST ASIAN STUDIES

THE UNIVERSITY OF TORONTO — The Department of East Asian Studies invites applications for a full-time tenure stream position in East Asian Cultural Studies, with research expertise in modern Korean literature, at the rank of assistant professor beginning July 1, 2002. Candidates should have the PhD in hand at the time of appointment. The Department is open to a variety of methodologies and subfields and encourages interregional, interdisciplinary approaches. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Canadian Citizens and permanent residents will be considered first for this position. Please send a cover letter, vita, a substantial writing sample by January 1, 2002 and arrange to have three letters of reference sent to: Graham Sanders, Acting Chair, Department of East Asian Studies, University of Toronto, 130 St George, #14087, Toronto, Ontario M5S 3H1.

ECONOMICS

SIMON FRASER UNIVERSITY — The Department of Economics seeks to fill three tenure track positions at the assistant professor level, subject to budgetary authorization and approval by the Board of Governors. Candidates who have an interest in econometrics, development, or behavioral economics are particularly encouraged to apply, but strong candidates in every field will be given serious consideration. Excellence in research and teaching are the primary criteria for these positions. Applicants will be expected to teach at both the graduate and undergraduate level. Candidates should have a PhD completed or near completion. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University offers equal employment opportunities to qualified candidates. Please arrange to have three letters of reference sent directly to the Chair of the Department. Also send a letter of application and curriculum vitae by November 16, 2001 to: Gregory K. Dow, Chair, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia V5A 1S6, Canada, Fax: 604-291-5944, e-mail: econjob@sfu.ca.

McGILL UNIVERSITY — The Department of Economics. Subject to budget approval, applications are invited for a tenure track, entry level, assistant professor position in microeconomics or such applied microeconomic fields as public finance, international trade, resource and environmental economics and industrial organization, and labour economics. Applicants must have a doctorate (or expect to complete by May 2002) and show strong potential for excellence in research and teaching. Please send letters of application, curriculum vitae and three confidential letters of reference to Prof. John Kunien, Chair, Department of Economics, McGill University, 855 Sherbrooke St West, Montreal, Quebec, H3A 2T7 Canada. Closing date for applications is 30 November, 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

WILFRID LAURIER UNIVERSITY — Department of Economics. Applications are invited for two tenure-track appointments commencing July 1, 2002. Rank is open for one of the appointments, the second appointment will be at the rank of Assistant Professor. Qualifications include a PhD, preferably with some teaching and research experience. Candidates for appointment at the rank of Associate Professor, or above, must have a proven record of excellence in research and teaching. Duties include teaching at the undergraduate and Master's level and research. For one of the positions, the Department is particularly interested in applicants with fields in financial economics and econometrics. However, candidates in all areas will be considered. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Applications will be considered until the positions are filled. These positions are subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to: Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

McGILL UNIVERSITY — The Department of Economics is seeking an outstanding scholar to fill a Canada Research Chair (CRC) in the Department. Details about the Federal Government's CRC program — and the Chair selection criteria — can be found at http://www.chairs.gc.ca. A candidate should be a scholar of international reputation in any field of economics. Any interested candidate should send an up-to-date CV to Professor John Kuinen, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, QC, H3A 2T7, Canada.

McGILL UNIVERSITY — Department of Economics. Subject to budget approval, applications are invited for a tenure track, entry level, assistant professor position. Applicants must have a doctorate (or expect to complete by May 2002) and show strong potential for excellence in research and teaching. Fields open but we are especially interested in hearing from candidates with a specialty in international economics. Please send application, curriculum vitae and three confidential letters of reference to Prof. John Kunen, Chair, Department of Economic, McGill University, 855 Sherbrooke Street West, Montreal, QC, H3A 2T7, Canada. Closing date for applications is 30 November, 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

CONCORDIA UNIVERSITY — Faculty of Arts & Science has up to three tenure-track positions available in Economics. We are particularly interested in candidates with backgrounds in applied microeconomics or applied econometrics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

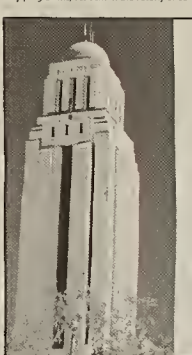
THE UNIVERSITY OF ALBERTA — The Department of Economics seeks to fill the full-time tenure track positions at the Assistant Professor level starting July 1, 2002. For one of these positions, candidates should have an interest in macroeconomics, financial economics and/or applied time series econometrics. For the other two positions, candidates who have an interest in applied macroeconomics, monetary economics, labour economics, and/or international economics are particularly encouraged to apply but strong candidates in any field will be given serious consideration. Applicants are expected to have a PhD (or be close to completion) and to display promise of excellence in teaching and research. Applicants will be expected to teach at both the undergraduate and graduate levels. These positions have been cleared for advertising at the tier-two level. Applications are invited from qualified individuals regardless of their immigration status. Send applications (including curriculum vitae and names of three referees who have been asked to send confidential letters of assessment) to: Dr. Bradford Reid, Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by November 30, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — The Department of Economics invites applications for a 16-month term appointment at the rank of Assistant Professor, commencing September 1, 2002, subject to budgetary approval. All areas of specialization will be considered. The successful candidate is expected to teach graduate courses at the M.A. level and undergraduate courses. Applicants should have completed or be near completion of a PhD degree in economics. Applications, including a curriculum vitae and the names and addresses of at least three referees, should be sent to: Dr. Eugene Tsoa, Head, Department of Economics, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7, E-mail: tsoa@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programmes to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. The closing date for applications is December 15, 2001. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN invites applications for two tenure-track positions in Economics. The appointment will commence July 1, 2002. Candidates must be committed to teaching excellence and will be expected to teach mostly undergraduate, but also some graduate courses. For one position there is a preference for Financial Monetary Economics. For the other position all fields will be considered, however, candidates with a background in Environment, Health or applied Microeconomics are encouraged to apply. Appointments will be made subject to budgetary approval and at the Lecturer or Assistant Professor level. PhD or near completion is required. Applications should be sent to Dr. R. Mackinnon, Dean of Arts, University of New Brunswick, PO Box 5050, Saint John, NB, E2L 4L5, or faxed to (506) 648-5611. The closing date for applications is March 1, 2002. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Questions concerning this position may be directed to Dr. J.M.C. Burns, Chair, Department of Social Science, burns@unbsj.ca.

McMASTER UNIVERSITY — A tenure track joint appointment will be made in Labour Studies and another department related to the candidate's area of interest, by McMaster University at the Assistant Professor level commencing July 1, 2002. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Geography, Political Science, Social Work and Sociology. This appointment is made possible by the recent designation of Work and Society as a strategic area by the University. This is an interdisciplinary subject area that focuses on all forms of work (paid and unpaid) and links the work experience with gender and race relations, state regulation, aging, family life and the community. This initiative has resulted in the launching of an interdisciplinary M.A. in Work and Society, and the establishment of new educational links with labour and community groups. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students, and building links with community and labour groups. The successful candidate will be expected to attract research funds and carry out an independent research programme leading to peer-reviewed publications. Candidates should have an interdisciplinary approach to studies in work issues, labour and society and must have a PhD in a relevant discipline. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Work and Society's focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with the Labour Studies Programme's longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies and the Work and Society strategic area can be found on the Labour Studies Home Page at www.socsci.mcmaster.ca/~labr1/. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario L8S 4M4. The application deadline is January 2, 2002. Canadian Citizens and Permanent Residents will be considered first for this position.

THE UNIVERSITY OF WATERLOO — The Department of Economics seeks to fill one (or more) tenure track position(s), rank open. At the assistant professor level, consideration will be given to applicants with a PhD or those nearing completion of their PhD and who have demonstrated excellent teaching skills. Candidates for senior positions must have demonstrated excellence in both teaching and research. While all areas of economics will be considered, the department is especially interested in appointing someone capable of teaching more than one of the following: public/health economics, corporate finance, international economics, statistics/econometrics, mathematics for economists, applied micro, and macro economics. Since the Department offers an applied co-op program at both the graduate and undergraduate level, strong applied skills would be an asset. The successful candidate(s) will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for the



Tenure-Track positions

The Department of English Studies of the Faculty of Arts and Sciences is seeking an assistant or associate professor in the areas of The Novel and Contemporary American Writing (post World War II)

For more information, please visit our website at: www.fas.umontreal.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University is committed to equal employment opportunity for women.

www.umontreal.ca

Université de Montréal

Vice-President (Research)

UNIVERSITY OF CALGARY

The University of Calgary invites applications and nominations for the position of Vice-President (Research), to begin July 1 2002.

The University of Calgary

The University of Calgary aspires to be among Canada's leading research universities. Enhancement of the University's research programs is one key strategy in the quest to achieve this goal. We are well on the way, with research revenues more than doubling over the last four years to $172 million in 2000-01. The University expects to have 69 Canada Research Chairs and currently has more than 40 other Chairs and partnerships supported by government and/or industry. The number of Chairs is expected to grow significantly with the University's enhanced research profile and increased investment in the University of Calgary by provincial programs such as the Alberta Heritage Foundation for Medical Research, Alberta Ingenuity (formerly the Alberta Heritage Foundation for Science and Engineering Research), and Alberta's Informatics Circle of Research Excellence (iCORE).

The University of Calgary provides an exciting environment of learning and scholarly activity for 23,000 full and part-time undergraduate students, 4,000 graduate students and 3,500 academic and support staff. We are planning a significant increase in the size and profile of the graduate program. The University is located in Calgary, one of Canada's most dynamic, entrepreneurial and fastest growing cities situated an hour away from the majesty of the Rocky Mountains. The winters are invigorating; the sunshine is glorious throughout the year.

The Position of Vice-President (Research)

The Vice-President (Research) is the University's senior leader, champion and administrator of research activities. Working collaboratively with the Vice-President (Academic) and Provost and the Deans, the Vice-President (Research):

- Promotes research in all academic units and helps ensure integration of research with institutional academic goals.
- Advocates publicly, forcefully and eloquently the importance of university research.
- Represents the University to provincial, national and international granting councils and research agencies.
- Plays a leadership role in developing and administering research policies, the University's intellectual property and its transfer for the benefit of society.
- Manages the Office of Research Services and the University's Research Institutes and Centres.

The Vice-President (Research) is a significant academic leader and a key member of the University's senior management team. Candidates must have an excellent record of academic, scholarly and administrative achievement. The Vice-President (Research) must be committed to the highest standards of academic excellence.

Applications/Nominations

The deadline for applications is **January 15 2002**. Please submit applications or nominations, or requests for further information, to the University President c/o: **Dr. George Ivany,** Academic Search Canada Inc., #2000 – 1188 West Georgia Street, Vancouver, BC V6E 4A2 (Fax: 604-687-4054; e-mail: ivanyg@home.com). Applications should include a letter indicating the reasons for seeking the position and a curriculum vitae. All communications will be treated as confidential.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

position. The position is effective January 1, 2002 with May 1 or September 1 start dates also possible. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. If you are interested in the position send your curriculum vitae, three letters of reference, and a sample research paper to: Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Deadline for applications is December 1, 2001.

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in the politics of health. Areas of research specialization for this position might include: the political economy of health, illness and health care, social inequality and health; the politics of developing, implementing and/or contesting public policy, community activism and social movements concerning health; the role of governments in health and health care; the role of ideology, interests, and values in the politics of health, citizenship and health consumerism; legal and political discourses, human rights and social justice, and the policing of illness and disease. The successful candidates will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in the politics of health. Areas of research specialization for this position might include: the political economy of health, illness and health care, social inequality and health; the politics of developing, implementing and/or contesting public policy, community activism and social movements concerning health; the role of governments in health and health care; the role of ideology, interests, and values in the politics of health, citizenship and health consumerism; legal and political discourses, human rights and social justice, and the policing of illness and disease. The successful candidates will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

CARLETON UNIVERSITY — Department of Economics. Advertisement for Tenure-Track Appointment at the Assistant Professor Level Applications are invited for a tenure-track appointment at the rank of Assistant Professor, starting in the 2002-2003 academic year, and subject to budgetary approval. The position requires a completed PhD (or expected in 2002), evidence of high-quality research and good teaching potential. The Department is especially interested in candidates in the field of international economics, and in the other fields of our PhD Program, including economic development, economics of the environment, industrial organization, monetary economics, and public finance. To apply for this position, please contact A. R. M. Ritter, Chair, Department of Economics, Carleton University, 1125 Colonel By Drive, Ottawa Canada, K1S 5B6 (E-Mail: Arch_Ritter@Carleton.Ca) Applications should be received by December 30th, 2001 and should include the candidate's Curriculum Vitae and samples of research. Applicants should also request that three letters of reference be sent directly to the Chair. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

YORK UNIVERSITY (Glendon College) — Department of Economics. The bilingual Liberal Arts Faculty of York University, invites applications for a tenure-track position at the rank of Assistant Professor. This position is subject to budgetary approval by the University. Candidates should be bilingual in French and in English and possess a PhD in Economics. All fields are open, but we particularly encourage applicants in one or more of the following fields: macroeconomics, public finance and quantitative methods (statistics and econometrics). The candidate will be expected to teach and do research in both French and English. Duties will include teaching at the undergraduate level with some possibility of graduate teaching and supervision, research and administrative responsibilities. Preference will be given to candidates with proven teaching experience, together with a strong research and publication record reflecting a knowledge of both French and English scholarship, the ability to contribute effectively to the York graduate programme. Salary is in accordance with the collective agreement and experience. Applications including curriculum vitae should be sent directly to Professor Xavier de Vanssay, Chair, Department of Economics, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6. Date of Appointment, July 1st, 2002. Candidates must also arrange for three letters of reference to be sent directly to the Chair of the Department. At least one of the references should address teaching. A review of applications will begin January 15, 2002 and will continue until the position is filled. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Economics welcomes applications from persons in these groups. The Affirmative Action Program can be viewed on York's web site at www.yorku.ca/acadjobs/, or a copy can be obtained by calling the affirmative action office at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position. Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

YORK UNIVERSITY (Glendon College) — Department of Economics. The bilingual Liberal Arts Faculty of York University, invites applications for a tenure-track position at the rank of Assistant Professor. This position is subject to budgetary approval by the University. Candidates should be bilingual in French and in English and possess a PhD in Economics. All fields are open, but we particularly encourage applicants in one or more of the following fields: macroeconomics, public finance and quantitative methods (statistics and econometrics). The candidate will be expected to teach and do research in both French and English. Duties will include teaching at the undergraduate level with some possibility of graduate teaching and supervision, research and administrative responsibilities. Preference will be given to candidates with proven teaching experience, together with a strong research and publication record reflecting a knowledge of both French and English scholarship, the ability to contribute effectively to the York graduate programme. Salary is in accordance with the collective agreement and experience. Applications including curriculum vitae should be sent directly to Professor Xavier de Vanssay, Chair, Department of Economics, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6. Date of Appointment, July 1st, 2002. Candidates must also arrange for three letters of reference to be sent directly to the Chair of the Department. At least one of the references should address teaching. A review of applications will begin January 15, 2002 and will continue until the position is filled. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Economics welcomes applications from persons in these groups. The Affirmative Action Program can be viewed on York's web site at www.yorku.ca/acadjobs/, or a copy can be obtained by calling the affirmative action office at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position.

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Tenure Track Appointments — 2002–2003

York University, Faculty of Education, invites applications for the following three positions:

Disability Studies
Health Education
School Law and Policy Studies

The Context:
York University is situated within a culturally diverse urban setting in northern Toronto at the centre of the Greater Metropolitan Toronto area. The Faculty of Education at York offers pre-service, professional development, and graduate programmes (M.Ed. and PhD). The Faculty, which values collaboration and interdisciplinarity, is committed to issues of social justice, as well as to cultural and linguistic diversity. Tenure stream faculty members are encouraged to work in cross disciplinary teams with colleagues from other academic departments across the University and with faculty members seconded from school boards. Applicants are invited to visit the Faculty's website at www.edu.yorku.ca.

The Positions:
Disability Studies — The successful candidate will have expertise and experience in the area of disability studies and special education, and a background in the area of the education of Deaf and Hard of Hearing students. The preferred candidate will be knowledgeable about current practices in the school systems, have a strong commitment to teacher education including the continuing professional development of teachers and, will be able to communicate effectively in sign language.

Health Education — The successful candidate should have a doctorate at or near completion in a health-related field as it pertains to schooling and a research agenda that might include, but is not limited to, one or more of the following areas: issues of equity and diversity in health education; community health education; environments and human health; human sexuality; global issues in health education.

School Law and Policy Studies — The successful candidate will link policy issues in education with the legal issues that underpin schooling. Candidates should have research and publications addressing educational policy in contemporary schooling, and be able to address the issues raised by school law for educational policy and practice.

The Candidates:
Successful candidates will have completed doctorates in fields of study compatible with the advertised position for which they apply. Candidates with unfinished doctorates will be considered only upon submission of evidence that degree requirements will be fulfilled prior to the date of appointment. Candidates must present evidence of their abilities to: establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision of Masters and Doctoral theses; supervise undergraduate student teaching; collaborate with colleagues in the field and across the University; and, to be actively involved in the field of education.

The Appointments:
Although preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. Appointments will commence as early as 1 July 2002. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents or landed immigrants of Canada.

Affirmative Action:
York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Faculty of Education welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

Applications:
An application must include a curriculum vitae, one sample of scholarly writing, the contact details of three or more referees, and a letter of application that provides an overview and discussion of qualifications and interests as they relate to an advertised position. Application packages should be addressed to:

Dr. Paul Axelrod, Dean
Faculty of Education, York University
c/o 5853 Ross Building
4700 Keele Street
Toronto, Ontario, M3J 1P3
or electronically mailed to: lmerri@edu.yorku.ca

Closing Date — **31 January 2002** for all three positions.

ECONOMICS FOR MANAGEMENT

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Management (www.utsc.utoronto.ca/~mgmt) is recruiting for tenure stream positions in Economics for Management Studies, rank open. While the fields are open, we are particularly interested in candidates with research and teaching interests in applied microeconomics, industrial organization, applied macroeconomics and applied econometrics. Duties include undergraduate teaching of economics for management studies at the University of Toronto at Scarborough, graduate teaching the St. George campus, and research. Candidates should have a PhD or equivalent with evidence of excellence in teaching and research. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the university. The position will begin on July 1, 2002. Interested candidates should send a cv, evidence of excellence in teaching and research, and should have three referees send letters to Professor Doug Hyatt, Associate Chair, Division of Management, University of Toronto at Scarborough, 1256 Military Trail, Toronto, ON M1C 1A4 (doug.hyatt@utoronto.ca). The deadline for applications is November 30, 2001. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas.

EDUCATION

THE UNIVERSITY OF VICTORIA — The Department of Curriculum and Instruction invites applications for a tenure track position at the Assistant or Associate Professor level in the area of Science Education. Teaching responsibilities will include secondary science methodologies and middle school or elementary school science methodologies at the undergraduate level. The potential candidate should have a completed or nearly completed PhD or EdD in science education, public school teaching experience, and a contemporary background in science curricula. A background in one or more of: learning theory, special education, ESL, multiculturalism, Aboriginal perspectives, and information technology applications in the science classroom is desirable. Effective date of appointment will be July 2, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Applications including a curriculum vitae and the names of three referees should be sent before December 5, 2001 to: Dr. Roy Graham, Chair, Department of Curriculum and Instruction, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC V8W 3N4, rbethel@uvic.ca, http://www.educ.uvic.ca/edci

THE UNIVERSITY OF VICTORIA — The Department of Curriculum & Instruction invites applications for a tenure track position at the Assistant or Associate Professor level in the area of mathematics education. Teaching responsibilities will include mathematics at elementary and middle school levels in undergraduate and graduate programs. The potential candidate should have a completed or nearly completed PhD or EdD in mathematics education, school teaching experience, and an active research agenda. A background in accommodating learners with special needs is desirable. Effective date of appointment will be July 1, 2002. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications should include curriculum vitae and the names of three referees. Applications should be sent on or before December 5, 2001 to: Dr. Roy Graham, Chair, Department of Curriculum and Instruction, Faculty of Education, P.O. Box 3010, Victoria BC V8W 3N4, Fax: 250-472-4616, http://www.educ.uvic.ca, email: rbethel@uvic.ca

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available, one in the field of Educational Technology, the other for our TESL Centre. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/linemet/jobs.cfm. Concordia University, Faculty of Arts & Science, is looking to fill one senior Canada Research Chair in Education. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/linemet/jobs.cfm

McGILL UNIVERSITY — The Department of Integrated Studies in Education at the Faculty of Education invites applications for a tenure-track position in leadership education and policy studies at the Assistant Professor rank, effective August 1, 2002. The Department seeks candidates who hold a PhD in Educational Studies, or a related field, with a strong background and expertise in a combination of the following areas: educational leadership and change, school improvement; educational policy studies; curriculum studies; new technologies. Candidates will be expected to teach graduate courses, supervise master's and doctoral students, and conduct research in schools and other educational sites within both the formal and non-formal sectors. Candidates with a well-established or developing program of research will be favoured, as will those who can show evidence of cross-disciplinary research. The successful candidate will also be expected to teach in our undergraduate programs, and supervise B.Ed students during the practicum. Knowledge of French would be highly desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. McGill University is committed to equity in employment, and encourages applications from women and men, persons with disabilities, members of visible minorities, and aboriginal persons. Letters of application should be accompanied by a curriculum vitae and the names of three referees, and sent to: Dr. Anthony Paré, Leadership Search Committee, Department of Integrated Studies in Education, McGill University, 3700 McTavish Street, Montreal, QC, H3A 1Y2 (e-mail: anthony.pare@mcgill.ca, fax: 514-398-4529 or 514-398-7436). Applications will close January 31, 2002.

McGILL UNIVERSITY — The Department of Integrated Studies in Education at the Faculty of Education invites applications for a tenure-track position in Rhetoric and Professional Writing, at the Assistant Professor rank, effective August 1, 2002. The successful candidate will work primarily within the Department's Centre for the Study and Teaching of Writing (CSTW). We seek candidates who have a PhD in Composition and Rhetoric with expertise in one or more of the following areas: discourse analysis, document design, graphic communication, Web-based instruction and related areas of online technology, technical writing, and professional writing (particularly in Management, Engineering, Law, and Medicine). Corporate or other professional experience in related areas would be an asset. We place a strong emphasis on both the theory and practice of writing, and are particularly interested in someone with knowledge of interactive technologies and their applications to writing pedagogy and research. The successful candidate will be an experienced, effective teacher/mentor/researcher with a strong interpersonal skills who has the ability to foster excellence in research and teaching. Immediate duties will include teaching at the undergraduate level and initiating a research program that will help the CSTW assess and expand its current program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. McGill University is committed to equity in employment, and encourages applications from women and men, persons with disabilities, members of visible minorities, and aboriginal persons. Letters of application should be accompanied by a curriculum vitae and the names of three referees. Along with these basic documents, the applicant should submit a concise dossier that includes the following: (1) one sample of scholarly work, (2) one or two brief samples of professional and/or technical writing, and (3) written evidence of teaching effectiveness (teaching portfolio preferred). Applications and supporting documents should be sent

L'INSTITUT SHASTRI INDO-CANADIEN / INDO-CANADIAN INSTITUTE

Canadian Studies Visiting Lectureship

The Shastri Indo-Canadian Institute, with Funding from the Department of Foreign Affairs and International Trade Canada, invites applications for a Canadian Studies Visiting Lectureship tenable in India during the academic year 2002-2003. The competition is open to both established and emerging Canadian scholars in a roster of topics. Scholars with no previous experience with India are welcome to apply.

This year meritorious applications are invited in either of the following two areas:

- Canadian History
- Early 20th Century Canadian Literature (English or French)

The award includes the cost of international air travel and of travel and living expenses within India. The preferred period of tenure is three weeks in January and/or February 2003.

Complete applications include: a covering letter indicating expertise, experience; general suitability and expected contribution to bilateral understanding; a list of titles and brief descriptions of indicative lecture topics; a curriculum vitae; and a proof of citizenship or permanent resident status.

The deadline for receipt (not date of post-mark) of complete applications (original plus eight copies) is **18 January 2002**. Applicants should expect to hear from the Institute's Canada Office by 30 April 2002.

Contact information:
Telephone: (403) 220-7467
E-mail: sici@ucalgary.ca
Website: http://www.ucalgary.ca/~sici

to: Dr. Anthony Paré, Compositan and Rhetoric Search Committee, Department of Integrated Studies in Education, McGill University, 3700 McTavish Street, Montreal, QC, H3A 1Y2 (e-mail: anthony.pare@mcgill.ca, fax: 514-398-4529 or 514-398-7436). Applications will close January 31, 2002

McGILL UNIVERSITY — The Department of Integrated Studies in Education Studies invites applications for a tenure-track position in Science Education at the Assistant Professor rank, effective August 1, 2002. The successful candidate should have appropriate experience in the following: a) teaching school science; b) teaching university science methods courses at the secondary and/or elementary level; c) supervising field experience in science; d) conducting scholarly research and publishing in science education. He/she should hold a Doctoral degree in education focusing on science education, with a Bachelor's degree or higher in a natural science. Expertise in education technologies and knowledge of French would be considered assets. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. McGill University is committed to equity in employment, and encourages applications from women and men, persons with disabilities, members of visible minorities, and aboriginal persons. Letters of application should be accompanied by a curriculum vitae and the names of three referees, and sent to: Dr. Anthony Paré, Science Education Search Committee, Department of Integrated Studies in Education, McGill University, 3700 McTavish Street, Montreal, QC, H3A 1Y2 (e-mail: anthony.pare@mcgill.ca, fax: 514-398-4529 or 514-398-7436). Applications will close January 31, 2002.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION OF THE UNIVERSITY OF TORONTO (OISE/UT) — Applications are invited for a tenure-stream position in English Education in OISE/UT's Department of Curriculum, Teaching and Learning. Preferred candidates will possess a doctoral degree with a strong background in teacher education and demonstrated leadership in the development, implementation and assessment of English Education Curriculum. Responsibilities in the initial teacher education program involve the teaching of English courses in the elementary or secondary programs and the supervision of teacher candidates' field experiences. Responsibilities in the graduate Curriculum program involve teaching and supervision in the area of Curriculum Studies. The candidate must possess or have the demonstrated ability to develop a research and teaching profile in one or more of the following areas: language and literature in a culturally diverse society; multimodal literacy and modern media; communications and new technologies; competing/overlapping paradigms in the teaching of English and their implications for classroom practice, discourse analysis, oracy, approaches to classroom research, curriculum theory and practice. Applicants must be knowledgeable about, experienced in and sensitive to issues relating to equity and cultural and linguistic diversity. Rank and salary will be commensurate with qualifications and experience. The appointments will commence on July 1, 2002. Applications, which must include a full curriculum vitae, should be submitted by November 30, 2001, to Professor Michael Fullan, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. For more information, please visit the OISE/UT web site at http://www.oise.utoronto.ca or the Department's web site at http://www.oise.utoronto.ca/depts/ctl/.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION OF THE UNIVERSITY OF TORONTO (OISE/UT) — Applications are invited for a tenure-stream position in Adult Education and Knowledge Technologies, which is an area of emphasis for the University of Toronto under the Canada Research Chairs program. The appointments will be made in OISE/UT's Department of Curriculum, Teaching and Learning. One of the successful candidates will be nominated for a Canada Research Chair. These positions represent exceptional opportunities for the successful candidates to work with a team of scholars to develop and to lead new initiatives in research and teaching in technologically enhanced education. Our goal is to use technology in ways that foster innovative approaches to deepen learning, that increase access and equity, and that recognize the need for effective use of new technology to be coupled with social and organizational change. Preferred candidates will possess a doctoral degree and a strong profile in the field of educational technology exhibited through research, publication and grant activity. The candidates will be experienced in the application of educational technology, especially in schools and universities; the design and delivery of distance education; the creation, application and analysis of the use of multimedia for teaching and learning. The candidates will be experienced in and sensitive to issues relating to equity and cultural and linguistic diversity. The successful candidates will be expected to make a strong contribution to the initial teacher education and graduate education programs; contribute to the ongoing development of the Education and Technology specialization within the Curriculum program; provide leadership in the evaluation, effective use and integration of technology in our educational system; engage in Education and Technology development projects with a variety of partners, including school boards and other organizations. Salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 2002. Applications, which must include a full curriculum vitae, should be submitted by November 30, 2001, to Professor Michael Fullan, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. For more information, please visit the OISE/UT web site at http://www.oise.utoronto.ca or the Department's website at http://www.oise.utoronto.ca/depts/ctl/.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION OF THE UNIVERSITY OF TORONTO (OISE/UT) — Applications are invited for a tenure-stream position located at the OISE/UT Midwestern Ontario Field Centre (Kitchener, Ontario), with an appointment in one of the five departments within OISE/UT. Preferred applicants will possess a doctoral degree, relevant professional experience and a proven record of professional/scholarly publication. The successful candidate will possess a significant background and demonstrated leadership in developing practical educational improvement procedures from theory to practice within educational settings. Responsibilities include teaching in the initial teacher education and/or graduate programs, conducting programmatic research related to educational improvement, engagement in field development activities; and supervision of master's and doctoral candidates. It is essential that the candidate have the demonstrated ability to establish and maintain effective working relationships with school administrators and teachers, administration and faculty of universities and colleges of applied arts and technology, and other relevant agencies and interest groups. Applicants must be knowledgeable about, experienced in and sensitive to issues relating to equity and cultural and linguistic diversity. Rank and salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2002. Applications, which must include a full curriculum vitae, should be submitted by November 30, 2001, to Professor Michael Fullan, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. For more information, please visit the OISE/UT web site at http://www.oise.utoronto.ca or any of the Departments' websites at http://www.oise.utoronto.ca/depts/ctl/.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION OF THE UNIVERSITY OF TORONTO (OISE/UT) — Applications are invited for a tenure-stream position in Mathematics Education in OISE/UT's Department of Curriculum, Teaching and Learning. Preferred candidates will possess a doctoral degree and a proven record of scholarly publication, and will be expected to make a strong contribution to initial teacher education and graduate education. The successful candidate will have expertise and experience in mathematics education at either the secondary or elementary school level, will be knowledgeable about the education of teachers, and will have a strong commitment to initial teacher education, the continuing professional development of teachers, and graduate education and research. A well-developed, distinctive research program, or the demonstrated ability to develop one, is essential. Applicants should also have: an excellent record of teaching in elementary or secondary schools or other comparable expertise, a broad understanding of curriculum, teaching and learning; (for those with expertise in elementary education) an ability to work in cross-disciplinary teams; and experience in and sensitivity to issues relating to equity and cultural and linguistic diversity. Responsibilities of positions will include: research, teaching, supervision of master's and doctoral theses, and supervision of student teaching. Rank and salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2002. Applications, which must include full curriculum vitae, should be submitted by November 30, 2001, to Professor Michael Fullan, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. For more information, please visit the OISE/UT web site at http://www.oise.utoronto.ca or any of the Departments' websites at http://www.oise.utoronto.ca/depts/ctl/.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION OF THE UNIVERSITY OF TORONTO (OISE/UT) — Applications are invited for two tenure-stream positions, at the rank of Assistant or Associate Professor, in Education and Knowledge Technologies, which is an area of emphasis for the University of Toronto under the Canada Research Chairs program. The appointments will be made in OISE/UT's Department of Curriculum, Teaching and Learning. One of the successful candidates will be nominated for a Canada Research Chair. These positions represent exceptional opportunities for the successful candidates to work with a team of scholars to develop and to lead new initiatives in research and teaching in technologically enhanced education. Our goal is to use technology in ways that foster innovative approaches to deepen learning, that increase access and equity, and that recognize the need for effective use of new technology to be coupled with social and organizational change. Preferred candidates will possess a doctoral degree and a strong profile in the field of educational technology exhibited through research, publication and grant activity. The candidates will be experienced in the application of educational technology, especially in schools and universities; the design and delivery of distance education; the creation, application and analysis of the use of multimedia for teaching and learning. The candidates will be experienced in and sensitive to issues relating to equity and cultural and linguistic diversity. The successful candidates will be expected to make a strong contribution to the initial teacher education and graduate education programs; contribute to the ongoing development of the Education and Technology specialization within the Curriculum program, provide leadership in the evaluation, effective use and integration of technology in our educational system; engage in Education and Technology development projects with a variety of partners, including school boards and other organizations. Salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 2002. Applications, which must include a full curriculum vitae, should be submitted by November 30, 2001, to Professor Michael Fullan, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. For more information, please visit the OISE/UT web site at http://www.oise.utoronto.ca or any of the Departments' websites at http://www.oise.utoronto.ca/depts/ctl/.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION OF THE UNIVERSITY OF TORONTO (OISE/UT) — Applications are invited for a tenure-stream position in History of Education in OISE/UT's Department of Theory and Policy Studies in Education. Preferred candidates will possess a doctoral degree and an established record of scholarly publication and will be expected to make strong contributions to preservice teacher education and graduate education. The successful candidate will have been trained as a historian and specialize in 20th century Canadian educational history. Preference will be given to applicants whose work emphasizes the politics of education and issues of social diversity. Responsibilities of positions will include: research, teaching; supervision of master's and doctoral theses; and supervision of student teaching. Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 2002. Applications, which must include full curriculum vitae, should be submitted by November 30, 2001, to Professor Michael Fullan, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. For more information, please visit the OISE/UT web site at http://www.oise.utoronto.ca or the Department's web site at http://www.oise.utoronto.ca/depts/ctl/.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION OF THE UNIVERSITY OF TORONTO (OISE/UT) — Applications are invited for a tenure-stream position in Philosophy of Education in OISE/UT's Department of Theory and Policy Studies in Education. Preferred candidates will possess a doctoral degree and an established record of scholarly publication and will be expected to make strong contributions to preservice teacher education and graduate education. The successful candidate will have a strong background in political philosophy and/or epistemology as applied to education. Candidates should also have an interest in addressing practical problems of education from this perspective and be favourably disposed toward developing collaborative research programs addressing the ethical and political dimensions of such problems. Responsibilities of position will include: research, teaching; supervision of master's and doctoral theses; and supervision of student teaching. Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 2002. Applications, which must include full curriculum vitae, should be submitted by November 30, 2001, to Professor Michael Fullan, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. For more information about OISE/UT, please visit our web site at http://www.oise.utoronto.ca.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION OF THE UNIVERSITY OF TORONTO (OISE/UT) — Applications are invited for a tenure-stream position in Evaluation in OISE/UT's Department of Curriculum, Teaching and Learning. Preferred candidates will possess a doctoral degree and a proven record of scholarly publication, and will be expected to make a strong contribution to the initial teacher education and graduate programs. The successful candidate will possess a doctoral degree in educational measurement and evaluation, or a related discipline (e.g., policy analysis, psychometrics) with advanced training in program evaluation and in educational statistics. Experience in classroom assessment is an asset. Candidates are expected to be knowledgeable about, and sensitive to, issues relating to equity, and cultural and linguistic diversity. Responsibilities of positions will include research; teaching; supervision of master's and doctoral theses; and supervision of student teaching. Rank and salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2002. Applications, which must include full curriculum vitae, should be submitted by November 30, 2001, to Professor Michael Fullan, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. For more information, please visit the OISE/UT web site at http://www.oise.utoronto.ca or the Department's web site at http://www.oise.utoronto.ca/depts/ctl/.

THE UNIVERSITY OF VICTORIA — The School of Physical Education invites applications for two tenure track appointments at the rank of Assistant Professor in the areas of Teacher Preparation and Kinesiology. Position 1. Teacher Preparation. Applicants should have an active program of research and scholarship in the area of teacher preparation and school based experience in elementary physical education and be able to teach undergraduate and graduate courses in one or more of the following areas: elementary physical education methods; skill acquisition/motor learning, active health in the schools, and history/philosophy of physical education. Experience with issues of diversity including gender, aboriginal, disabilities, culture, race, ethnicity, and other minority perspectives is an asset. Position 2. Kinesiology. Applicants should have an active program of research and scholarship and be able to teach undergraduate and graduate courses in one or more of the following areas: biomechanics, motor control, motor learning, nutrition and ergonomics. Experience with issues of diversity including gender, aboriginal, disabilities, culture, race, ethnicity, and other minority perspectives is an asset. Qualifications. A doctoral degree, a clearly defined research area and evidence of superior teaching effectiveness. Letters of application, including a description of teaching interests, teaching evaluations, up-to-date curriculum vita and the names, addresses, e-mail and phone numbers of three (3) referees, should be submitted by December 31, 2001 to: Dr. Douglas R. Nichols, Director, School of Physical Education, University of Victoria, P.O. Box 3015 STN CSC, Victoria BC V8W 3P1, Telephone (250) 721-8376, Fax: (250) 721-6601, E-mail: dnichols@uvvic.ca, http://www.educ.uvic.ca/depts/phed/. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

THE UNIVERSITY OF ALBERTA — The Department of Elementary Education invites applications for three full-time tenure-track positions in art education, social studies education, and mathematics education. The appointment will be at the Assistant Professor level with a salary commensurate with this level. The date of appointment will be July 1, 2002. Applicants should have a doctorate or near completion of a doctoral program with specialization in art education, social studies education, or mathematics education at the primary, elementary and/or middle years level. Expertise in Aboriginal education, multicultural education and/or technology integration would be an asset. Applicants should provide evidence of successful teaching experience in primary, elementary and/or middle years classrooms. Major instructional responsibilities will involve teaching undergraduate and graduate curriculum and instruction courses as well as supervision of graduate students. Supervision of field experiences and/or teaching in one of the Department's off-campus BEd programs may also be involved in the instructional duties. Applicants should provide evidence of an ongoing or developing program of research. The Department of Elementary Education is a large and diverse department, with 1700 undergraduate students and 180 graduate students. In addition to the BEd, Diploma, MEd and doctoral programs offered on the Edmonton campus, the Department also offers several off-campus degree completion programs (Years 3 and 4 of the BEd program). The Collaborative Middle Years BEd program is offered at Red Deer College about 150 kilometers from Edmonton. The Collaborative Teacher Education North BEd program is offered at Grande Prairie Regional College about 450 kilometers from Edmonton. A new off-campus program in Aboriginal teacher education is currently being developed. On-campus BEd students have the opportunity to choose from a wide array of specializations (e.g., Social Studies Minor; Mathematics/Science Minor; Fine Arts Minor; and Visual Studies Minor). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a letter outlining potential contributions to the Department in teaching and research, a curriculum vitae, samples of scholarly work, and the names of three referees, should be sent to Dr. Dianne Oberg, Chair, Department of Elementary Education, Faculty of Education, University of Alberta, Room 551 Education South, Edmonton AB, T6G 2G5, Fax: (780) 492-7622. The application deadline is February 1, 2002. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

SIMON FRASER UNIVERSITY

Weyerhaeuser Professorship in Change Management

The Faculty of Business Administration at Simon Fraser University is seeking candidates for its newly created Weyerhaeuser Professorship in Change Management. Candidates will be considered at the Associate or Full Professor levels. The successful candidate will have published significant research on organizational change and demonstrate a commitment to continuing excellence in research and teaching in the field of organizational change and development. The successful candidate will also have past success at attracting research funding, significant connections to the change management practitioner community and success at executive education.

The Weyerhaeuser Company is an integrated wood products company known for its commitment to ecological ways of thinking and acting, being a valued resource in the communities it does business in and a long history of partnership with university researchers. The funding provided by the Weyerhaeuser Corporation is intended to augment a regular appointment within the Faculty and create opportunities for studying change management. Weyerhaeuser funding is, in the first instance, for a period of five years.

The Weyerhaeuser Professor will become a member of the Management and Organization Studies Area of the Faculty of Business. The area offers courses and specializations in the Faculty's undergraduate program, Executive MBA, Management of Technology MBA and Specialized MBA. The area is investigating the creation of an MBA in Change Management and Consulting and the Weyerhaeuser Professor would be expected to be a leader in such a program. Professors can have Ph.D. students through special studies and the Faculty is developing a Ph.D. program.

Canada Research Chair in Management of Technology

The Faculty invites applications and nominations for the position of Canada Research Chair in Management of Technology. This academic position is an integral component of Simon Fraser University's Strategic Research Plan to meet the needs of the knowledge-based society and economy.

The Faculty is interested in expanding its research efforts into the emerging domain of technology-based business enterprises. The subject area, Management of Technology, will be interpreted quite broadly. It includes features of Policy, Management, Leadership, and other business disciplines used to study the transfer of knowledge between scientific research, technical innovations and the practice of management.

The successful candidate will have an outstanding record of scholarship in one or more of these subject areas. In addition, he/she will have extensive experience interacting with business firms whose success depends on their management of technology. Such firms are ones that use new technology to innovate in the areas of product and service design, that develop new methods and procedures to produce those products and services, and that articulate and implement the conceptual tools used to obtain successful business practices. The CRC appointee will also continue, and develop further, his/her current research programs as well as facilitate the ongoing research of existing faculty into technology management.

The **Faculty of Business Administration** offers a full range of post-secondary and graduate programs including an MBA Management of Technology Program as well as regular and executive MBA programs, an on-line Graduate Diploma in Business Administration, and a substantial BBA program for undergraduate students. We have substantial strengths in teaching and research excellence with a history of successful experiences in cross-disciplinary work and contact with the business community. Located in the Lower Mainland of British Columbia, **Simon Fraser University is ranked as one of the best comprehensive universities in Canada.**

In accordance with Canadian Immigration requirements, this announcement is directed, in the first instance, to Canadian Citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

The search will close on **December 31, 2001** or when the positions have been filled. For further information or to apply, please submit a recent CV, along with a statement of current and future research interests to: Dr. Lindsay Meredith, Chair, Appointments Committee, Faculty of Business Administration, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia V5A 1S6 CANADA. • E-MAIL: meredith@sfu.ca • FAX: 604-291-5833

Faculty of Business Administration

www@sfu.ca www.bus.sfu.ca

Medical Education Design and Development

UNIVERSITY OF CALGARY

Creating the future of health.

The Faculty of Medicine invites applications for a full-time academic leader at the Associate Professor level or higher to develop and maintain education program design across the medical education continuum, including faculty development. In collaboration with other medical educators, the selected candidate will also design and implement research programs in medical education. Duties will also include teaching.

The rapidly growing Faculty of Medicine, which is in the forefront of medical education curriculum design, is in the process of building a major new research facility – the Health Research Innovation Centre. Calgary is a vibrant, multicultural city (population ~1,000,000) near the Rocky Mountains.

Applicants will have a PhD and/or MD with at least 5 years' experience, expertise in curriculum design and evaluation techniques, as well as an active research program. A background in medical education is preferred.

Please submit a curriculum vita, a statement of research interests, and arrange to have three letters of reference sent directly, by **December 14, 2001** to:

Dr. J.A. Toews
Associate Dean
Faculty of Medicine
3330 Hospital Drive N.W.
Calgary, Alberta, Canada T2N 4N1

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

ACADIA UNIVERSITY

Wolfville, Nova Scotia

Acadia University has embarked on the next evolution in learning through the Acadia Advantage, an academic initiative that integrates the use of notebook computers into the curriculum of all undergraduate students. It is an exciting undertaking that enhances the university's teaching and learning environment, and continues a tradition which has made Acadia a leader in undergraduate education.

Acadia University invites applications for opportunities in the following areas:

Biology

Applications are invited for tenure track positions in the Department of Biology effective 1 July 2002.

Position #20108. A tenure track position in **Conservation Genetics** at the rank of Associate or Assistant Professor. Applicants should have a Ph.D. degree by the appointment date. Post doctoral experience is preferred. The successful applicant should be committed to undergraduate teaching in introductory and conservation/population genetics. Additional teaching and thesis supervision in area(s) of expertise are also expected. The candidate will be expected to forge collaborative links with industry, government and other academic institutions and to develop a strong externally funded research program in the new Irving Environmental Sciences Research Centre. The Centre, presently under construction, will contain extensive experimental gardens and glasshouses, herbarium and laboratory facilities. In addition, Acadia University has numerous outlying field sites, which could be utilized by the successful applicant.

Position #20113. A tenure track position in **Animal Behaviour** and **Parasite-Host Co-Evolution** at the rank of Assistant Professor. Applicants should have a Ph.D. degree by the appointment date. Post-doctoral experience is preferred. The individual in this position will also serve as Director of Field Centres, including the Richardson Field Station on Bon Portage Island. She/he will be responsible for organization and co-ordination of our field course, offered annually on Bon Portage, as well as management of all other aspects of our field properties. This individual will also contribute to the developing Environmental Science programme, and will work closely with the new Irving Environmental Sciences facility to co-ordinate remote data acquisition at Acadia's field properties. Teaching duties will include Animal Behaviour (Biol 3143), Parasitology (Biol 3123), Introductory Ecology (Biol 2033) and the Field Course (Biol 3013), and research supervision in related areas.

Position #20115. A tenure track position in **Biodiversity Science** with expertise in one of the following areas: ethnobotany, phycology, mycology, bryology, lichenology at the rank of Assistant Professor. Applicants should have a Ph.D. degree by the appointment date. Post-doctoral experience is preferred. The successful applicant should be committed to undergraduate teaching in biodiversity of plants and algae and appropriate senior level undergraduate courses in area of expertise, and may also contribute to teaching introductory biology. Thesis supervision in area(s) of expertise is expected. The candidate is expected to forge collaborative links with industry, government and other academic institutions and to develop a strong externally funded research program in the new Irving Environmental Sciences Research Centre. The Centre, presently under construction, will contain extensive experimental gardens and glasshouses, herbarium and laboratory facilities. Appropriate candidates will also be considered for Directorship of the Acadia Herbarium (a recognized world-class collection, to be newly housed in the Irving Environmental Centre) and could be responsible as well for developing the living teaching collection in the new Centre. In addition, Acadia University has numerous field sites, which could be utilized by the successful applicant.

Please submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Dr. Toni Herman, Chair, Selection Committee, Department of Biology, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Fax: (902) 585-1059

- *Closing date for applications is 14 December 2001*

Business Administration

Applications are invited for the following positions at the Assistant Professor level effective 1 July 2002:

Position #30107. A tenure track position with teaching and research responsibilities in **Human Resource Management**.

Position #30108. A tenure track position with teaching and research responsibilities in **Marketing**. A Ph.D. completed (or close to completed) is expected. Much of the instruction in the School is accomplished in a team environment wherein faculty may teach in both their primary and secondary areas of interest. Candidates are asked to identify their secondary teachable area.

Successful candidates will demonstrate a commitment to undergraduate teaching and are expected to develop an active research program. Practical business experience is valued as an enhancement to the School's multidisciplinary approach to business, and offers faculty and students extensive opportunities for project work in the business environment.

Letters of application, current curriculum vitae, and the names of three referees should be sent to: Dr. Stephen Ash, Director, Fred C. Manning School of Business, Acadia University, Wolfville NS B0P 1X0. Tel: (902) 585-1216; Fax: (902) 585-1083; E-mail: stephen.ash@acadiau.ca

Further information on the Fred C. Manning School of Business can be found at http://business.acadiau.ca

- *Applications will be received until the positions are filled.*

Chemistry

Applications are invited for a tenure track position in the Department of Chemistry starting 1 July 2002.

Position 20205. Applicants are invited for a tenure track position at the rank of Assistant Professor in **Organic Chemistry**. Candidates must be able to teach and develop both introductory and advanced courses in Organic Chemistry. The successful candidate will also be expected to develop and maintain an innovative externally funded research program and an excellent teaching record.

Applications should include a complete resume, research proposal and statement of the candidate's teaching philosophy. Please also include the names, addresses, phone numbers, and e-mail addresses of three people providing letters of reference. The candidate should send the application and arrange to have three letters of reference sent to: Dr. Sharon G. Roscoe, Head, Department of Chemistry, Acadia University, Wolfville, NS, 0OP 1X0. Tel: (902) 585-1156. Fax: (902) 585-1114. E-mail: sharon.roscoe@acadiau.ca

- *Evaluation of applications will commence 15 January 2002.*

Computer Science

Applications are invited for three entry-level Assistant Professor tenure track positions (**#20306, #20307 and #20312**) in Computer Science beginning 1 July 2002. Minimum qualifications are a Ph.D. in computer science or allied discipline, complete or nearing completion, and evidence of strong research potential.

We are seeking individuals with research interests in any branch of computer science. Preference will be given to candidates with teaching ability in one or more of the following areas: electronic commerce, compilers, software engineering, and databases.

The Schools 11 faculty members instruct students in the bachelors and masters programs. Areas of ongoing research projects are agents, artificial intelligence, computer based teaching, formal specifications, networks, object-oriented systems, parallel algorithms, and visual languages. UNIX and Windows networks provide access to computing support for teaching and research.

Letters of application, a curriculum vitae, and the names of three references should be sent to Dr. Andre Trudel, Chair of the Selection Committee, Jodrey School of Computer Science, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Tel: (902) 585-1331 Fax: (902) 585-1067. E-mail: andre.trudel@acadiau.ca Website: http://cs.acadiau.ca

- *Applications will be accepted until the positions are filled.*

Economics

The Department of Economics is seeking to fill a tenure track position at the Assistant Professor/Lecturer level commencing the academic year 2002/2003 (**Position 10304**). While all fields of expertise will be considered, the Department is particularly interested in candidates with specialisation in one or more of the following fields: **macroeconomics, applied econometrics, environmental economics.**

Candidates should have a completed or nearly completed Ph.D. Candidates must have a strong commitment to teaching and possess an active research agenda.

Applicants are asked to supply detailed CVs, and to arrange for three letters of reference to be sent to Dr. Richard Davies, Head, Department of Economics, Acadia University, Wolfville, NS 0OP 1X0. Tel: 902-585-1491.

- *Closing date for applications is 14 December 2001.*

Education

The School of Education invites applications for the following tenure track positions:

Position 30201. Learning and Technology and Science or Mathematics (foremost, a background in information technology and secondly, science or mathematics education)

Position 30204. Elementary Language Arts

Position 30209 Special Education (background in assessment would be an asset)

Position 30213 Secondary English (background in ESL would be an asset)

Teaching responsibilities include instruction and supervision in both Bachelor and Master of Education programs in Acadia University's enhanced teaching and learning environment where the use of notebook computers is integrated into the curriculum.

Candidates must possess a completed or near completed doctoral degree, relevant teaching experience, and a record of scholarly activity. While appointments will normally be at the rank of Assistant Professor, rank and salary will be commensurate with experience.

For more detailed information on the positions, interested candidates should consult http://ace.acadiau.ca/fps/educ/home.htm

Applicants should forward a letter of application describing their teaching experience (public school and university), scholarly interests and achievements, potential contributions to the faculty, a current curriculum vitae, the names and contact information for three referees; and one scholarly paper to: Dr. Heather Hemming, Director, School of Education, Acadia University, Wolfville, NS B0P 1X0 Phone: 902-585-1229

E-mail: heather.hemming@acadiau.ca

- *Review of applications will begin on 15 November 2001 and continue until the positions are filled, with appointments beginning 1 July 2002.*

Engineering

The Ivan Curry School of Engineering at Acadia University invites applications for tenure track position (**#20402**) as Assistant Professor of Engineering to commence 1 July 2002. We are a small unit whose primary focus is providing high quality undergraduate education for the first part of accredited Engineering degree programs in a multitude of disciplines. The successful candidate for this position would ideally have a strong interest in teaching and be able to deliver first and second year engineering courses in a variety of core subjects. In addition to common subject areas, candidates with specialist training able to deliver introductory courses in Environmental Engineering and/or Engineering Economics are especially encouraged to apply. Acadia offers excellent opportunities for engineering research and there are good possibilities for inter-disciplinary collaboration in the areas of Environmental, Materials or Computer Science. An earned Ph.D. and eligibility for registration as a Professional Engineer in the Province of Nova Scotia are essential for this position. Some measure of relevant industrial experience is an asset.

Applicants should submit a letter of application, a curriculum vitae and arrange for three letters of reference to be sent to: Director of Engineering, Acadia University, Wolfville, NS 0OP 1X0. Tel. (902) 585-1206. Fax. (902) 585-1067. E-mail: Marissa.colwell@acadiau.ca.

- *Closing date for applications is 14 December 2001.*

English

The Department of English invites applications for a tenure track position (**#10410**) beginning on 1 July 2002 to teach **Literature and the Environment** (expertise in Canadian Literature will be an asset). Acadia University has just announced an Academy of the Environment as a strategic focus of research within the university. Moreover, the Faculty of Arts offers an interdisciplinary minor in Environmental Studies that includes the English Department courses entitled Writer and Nature 1 and 2.

Applicants will be expected to have a Ph.D., present a strong research plan, and be able to teach Composition, Introductory English, as well as Writer and Nature. Candidates should forward transcripts, recent teaching evaluations, a writing sample, and arrange for three letters of reference to be sent to Dr. Richard A. Davies, Chair, Departmental Selection Committee, Acadia University, Wolfville, Nova Scotia, Canada, B0P 1X0.

Tel: (902) 585-1502, Fax: (902) 585-1070.

E-mail: Richard.Davies@acadiau.ca

- *The closing date is 14 December 2001.*

History

The Department of History & Classics invites applications for a tenure track position (**#10704**) at the Assistant Professor level effective 1 July 2002. Candidates should have a completed Ph.D. by the appointment date, an established research programme, a sound teaching record, and be qualified to teach in the areas of **Russia/Soviet Union, Environmental history**, and the **history of World Wars I and II**.

Applicants should submit a letter of application, a curriculum vitae and arrange for three letters of recommendation to be sent to: Dr. Barry Moody, Head, Department of History & Classics, Acadia University, Wolfville, NS B0P 1X0. Fax. 902-585-1070.

E-mail: barry.moody@acadiau.ca.

- *Closing date for applications is 14 December 2001.*

Languages and Literature

La Section des études françaises du Département des Langues et Littératures de l'Université Acadia sollicite des candidatures pour deux postes menant à la permanence (**no 10502 et no 10506**) à partir du 1er juillet 2002. Les candidat(e)s devront être titulaires d'un doctorat en littérature française au moment de l'entrée en fonctions.

Le Département recherche des candidats polyvalents pouvant donner des cours dans plusieurs des domaines suivants: les littératures et cultures francophones du XXe siècle, la littérature féminine, les littératures des XVIIe et XVIIIe siècles. Vu l'importance de l'enseignement de la langue dans le département, une expérience satisfaisante dans ce secteur est essentielle. De même, une expérience dans l'usage de l'ordinateur comme aide à l'enseignement est un atout dans la mesure ou le programme "Acadia Advantage" fait de l'Université une pionnière à cet égard. La charge normale d'un enseignant comprend au moins 4 cours de français langue seconde. La connaissance d'une troisième langue (autre que l'anglais et le français) pourrait être un atout.

Les candidats devront soumettre une lettre explicative ainsi qu'un curriculum vitæ comportant le nom de trois répondants d'ici le 15 janvier, 2002 à l'adresse suivante: Janice Best, Présidente du comité de sélection, Département des langues et litératures, Université Acadia, Wolfville, Nouvelle-Ecosse, 0OP 1X0. Les chiffres correspondant aux postes doivent être clairement indiqués.

L'Université Acadia pratique une politique d'équité en matière d'emploi. Les conditions salariales sont fixées par la présente convention collective. L'Université se réserve le droit de ne pas combler ce poste, ou le fera échéant, de le combler à un niveau différent du niveau ou du format qui a été indiqué.

Mathematics and Statistics

The Department of Mathematics and Statistics, Acadia University, invites applications for three tenure track positions beginning 1 July 2002.

Acadia University is an institution with a proud emphasis on undergraduate teaching. In addition to its service teaching, the Department of Mathematics and Statistics provides a range of programs for majors and honours students. Approximately half our undergraduates are female, and the demonstrated ability to act as a mentor for women students will be an asset for these positions. Joint programs in mathematics with business and mathematics with computer science are active, and a coop program thriving.

Position 20904. Assistant or Associate Professor. The candidate should have completed a Ph.D. in Statistics, or be near completion.

Position 20907. Assistant Professor. The candidate should have completed a Ph.D. in some area of the mathematical sciences. While the research area is open, the Department has particular interest in the following fields: **combinatorics or combinatorial optimization, graph theory, cryptography, digital signal processing**, and **probability**. A profile combining pure and applied interests would be regarded as an asset.

Position 20909. Assistant Professor. The candidate should have completed a Ph.D. in **Numerical Analysis** or a related area of applied mathematics.

For all of these positions a genuine commitment to undergraduate teaching and an ongoing research program are required. Post-doctoral experience is desirable, and the possibility of collaboration with current department members will be an asset.

Applicants should send, on paper, a curriculum vitae (referring to the appropriate position number) to: Chair, Search Committee, Department of Mathematics and Statistics, Acadia University, Wolfville, Nova Scotia B0P 1X0. Fax. 902-585-1074. Applicants should arrange for three letters of reference to be sent directly to the same address. Applications without such letters will not be considered complete.

- *Closing date for applications is 14 December 2001.*

Nutrition and Dietetics

The School of Nutrition and Dietetics invites applications from qualified candidates for a tenure track position (**#20701**) at the Assistant Professor level, beginning on 1 July 2002. Undergraduate teaching responsibilities will be in the areas of **food service systems management and communications**. Other duties include developing an externally funded research program, supervising student research projects, and co-ordinating an integrated dietetic internship program. An earned doctorate in Food Service Management or related field is required. Eligibility for membership in Dietitians of Canada is essential.

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Dr. Elizabeth Johnston, Director, School of Nutrition and Dietetics, Acadia University, Wolfville, Nova Scotia B0P 1X0. Fax 902-585-1095.

- *Closing date for applications is 31 January 2002, or until position is filled.*

Political Science

The Political Science department invites applications for a tenure track position (**# 11101**) commencing 1 July 2002 at the rank of Assistant Professor. Information about the department can be found at http://ace.acadiau.ca/polisci/

We require expertise and teaching experience in **Comparative Politics** with a focus on the politics of industrial democracies such as the USA, Western Europe or Japan. Expertise in some region of developing countries is desirable and competence to teach introductory political science is also an asset. Candidates must have a Ph.D., or be close to completion by the time of the appointment.

Applications should include: a letter of application, a curriculum vitae, teaching evaluations or other evidence of teaching effectiveness, sample course outlines, sample of scholarly writing, and three (3) letters of reference sent to the Department directly by the referees. Address applications to Dr. Malcolm Grieve, Head, Department of Political Science, Acadia University, Wolfville, NS 0OP 1X0. Fax. 902-585-1070. Tel: 902-585-1506. E-mail: grieve@acadiau.ca

- *To ensure full consideration, complete applications and letters of reference should be received by 31 January 2002.*

Psychology

Acadia University, Department of Psychology, invites applications for a tenure track position (**#21103**) at the Assistant Professor level, beginning 1 July 2002. We are seeking applicants with expertise in **clinical psychology** who have completed or are near completion of a Ph.D. from an accredited clinical psychology program. Outstanding candidates with a commitment to excellence in research and teaching will be considered for this position. The successful applicant will be expected to teach, among other things, a graduate course in psychotherapy. The Psychology Department at Acadia offers Bachelors, Honours, and Masters degrees, and is a partner in the co-operative doctoral program in clinical psychology based at Dalhousie University.

Apply by sending a letter describing research and teaching experience, a curriculum vitae, three letters of reference, a selection of reprints, and evidence of teaching ability to Dr. Sonya Symons, Head, Department of Psychology, Acadia University, Wolfville, NS, Canada, B0P 1X0. Inquiries can also be sent via e-mail to: sonya.symons@acadiau.ca

- *Evaluation of applications will commence 1 November 2001.*

Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

In accordance with Canadian Immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill positions or to fill positions at a level different from the advertised level or term.

For the most recent information on available faculty positions at Acadia University, please check our web site at: http://admin.acadiau.ca/human/faculty/homepage.html

ACADIA UNIVERSITY

CAREERS CARRIÈRES

ENGINEERING

YORK UNIVERSITY is in the process of establishing new undergraduate programs in Engineering. As part of this expansion, York University invites applications for a number of tenure-track positions and/or contractually limited positions in Computer Engineering over the next few years. The University expects to fill two tenure-track appointments and up to two contractually limited appointments at the Assistant Professor level by July 1, 2002. All positions are subject to budgetary approval. A recent degree in Computer or Electrical Engineering is required and the applicants must demonstrate strong potential for excellence in research and teaching at both the graduate and undergraduate levels. Applicants must identify for which position (tenure-track or CLA) they are applying. The Computer Engineering program is housed within the Department of Computer Science at York University, which includes over 35 faculty members, and is moving to a new building in fall 2001. Located in Metropolitan Toronto, York University is the third largest university in Canada. For further information concerning the department see http://www.cs.yorku.ca. Applications, with curriculum vitae and the names of four references should be sent to Computer Engineering Search Committee Chair, Department of Computer Science, Faculty of Pure and Applied Science, York University, 4700 Keele Street, Computer Science Bldg., Toronto ON, Canada M3J 1P3. Applications should be received by January 15, 2002 for appointments to be made for July 1, 2002. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Computer Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

McMASTER UNIVERSITY — The Department of Mechanical Engineering is seeking an outstanding individual for a 3 year, once renewable, contractually limited appointment in the area of advanced machine tool systems. Applicants should have a PhD in Mechanical Engineering with a strong background in machine tool accuracy, controls, and dynamics, as well as tool and machine condition monitoring. The appointee will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. The successful candidate will demonstrate a strong commitment to scholarly publication, along with the ability to relate theory to industrial practice. Industrial experience and ability to be registered with the Professional Engineers of Ontario will be considered an advantage. Applicants should send a letter of application, resume, statement of teaching and research interests, a selection of research publications, and the names of at least three references to Dr. D. S. Weaver, Chair, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. Applications will be accepted until the position is filled. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

McMASTER UNIVERSITY — The Department of Mechanical Engineering is seeking an outstanding individual for a Canada Research Chair (Tier II) in the area of MEMS. Candidates must have a PhD in Mechanical Engineering or closely related discipline and have demonstrated exceptional research potential and teaching abilities. The appointment will be tenure-track at the assistant or associate professor level, depending on qualifications and experience. McMaster University has established the McMaster Manufacturing Research Institute (MMRI) and identified excellence in this interdisciplinary research field as one of its strategic goals. The successful candidate will be expected to develop an outstanding externally funded research program within the MMRI. He/she will also be expected to have a strong commitment to teaching in undergraduate and graduate as well as the supervision of graduate students. Industrial experience and ability to be registered with the Professional Engineers of Ontario will be considered an advantage. Applicants should send a letter of application, resume, statement of teaching and research interests, a selection of research publications, and the names of at least three references to Dr. D. S. Weaver, Chair, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. Applications will be accepted until the position is filled. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

McMASTER UNIVERSITY — The Department of Mechanical Engineering is seeking an outstanding individual for a tenure track position at the assistant or associate professor level in the area of Thermal-fluids. Applicants should have a PhD in Mechanical Engineering, or closely related discipline. The Department is currently pursuing research activities in: two-phase flow, microscale heat transfer, enhanced heat transfer, air-pollution control technologies, microgravity fluid physics, fluid-structure interactions and active control of noise and turbulence. Applicants who could contribute to research in these areas, particularly those with expertise in micro-scale heat transfer or in direct numerical simulation and/or large eddy simulation, are encouraged to apply. Outstanding applicants in other areas of the thermal-fluid sciences are also welcome to apply and will receive full consideration. The appointee will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. The successful candidate will demonstrate a strong commitment to scholarly publication, along with the ability to relate theory to industrial practice. Industrial experience and ability to be registered with the Professional Engineers of Ontario will be considered an advantage. Applicants should send a letter of application, resume, statement of teaching and research interests, a selection of research publications, and the names of at least three references to Dr. D. S. Weaver, Chair, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. Applications will be accepted until the position is filled. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Chemical and Biological Engineering invites applications for a tenure-track appointment at the Assistant Professor level starting March 1, 2002. Applicants should have a PhD in Chemical Engineering or a closely related field and have a strong commitment to high quality undergraduate and graduate education. Relevant industrial experience would be an asset; eligibility for registration as a Professional Engineer is essential. Excellent teaching and communications skills are also required. The successful candidate should possess the skills, background and motivation needed to build an independent research program of international recognition in an area related to clean energy. Of particular interest are the areas of catalysis, electrocatalysis and electrochemical engineering applied to the production and use of clean fuels and the design and optimization of fuel cells. The candidate would also be expected to contribute to the Clean Energy Research Centre, a multidisciplinary initiative of the Faculty of Applied Science mandated to focus and expand research that aims to reduce the environmental impact of fossil fuel use. Applications, including a curriculum vitae, a short statement of teaching and research interests, and the names and addresses of at least three referees, should be sent to: Dr. Kevin Smith, Head, Department of Chemical and Biological Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The deadline for receipt of applications is 31 December 2001. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. The Department has close connections with U.B.C. interdisciplinary centres such as the Biotechnology Laboratory, the Advanced Materials and Process Engineering Laboratory, and the Pulp and Paper Centre. Details about the Department and its current research programs are available at http://www.chml.ubc.ca

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Electrical and Computer Engineering invites applications for tenure track positions. Positions are offered primarily at the Assistant Professor level, but exceptional candidates will be considered at all ranks. Areas of interest include, but are not limited to: Software Engineering (including software design, quality assurance & reliability), Computer Engineering (including microprocessor and real-time systems, rapid prototyping), Communications and Signal Processing (including wireless communication systems, networking, electromagnetic transmission, image compression, multimedia techniques and sensor data processing), Microelectronics and VLSI Design, (including electro-optic devices and sensors, system on chip methods, circuit design, testability), Control & Robotics (including intelligent interface devices, biomedical applications, human computer interaction, and process control), and Power Systems and Power Electronics (including system simulation, utility management and optimization). Outstanding candidates in all areas of Electrical & Computer Engineering will be considered. Applicants must demonstrate excellent research potential and teaching ability. The successful applicants will preferably have relevant industrial experience and be active in enhancing educational and research links within the technical community. All faculty members are expected to teach at both undergraduate and graduate levels, and to supervise graduate students. A PhD or equivalent in an appropriate area is required and eligibility for registration as Professional Engineer in the Province of British Columbia is preferred. Appointments would normally start July 1, 2002, however the starting date is flexible. Salary will be commensurate with experience. The Department offers a full range of undergraduate and graduate degree programs in Electrical Engineering and Computer Engineering. A number of new initiatives — from new Professorships and Chairs with significant support from local companies to new project-based undergraduate teaching — have created an exciting working environment. A new Institute for Computing, Information and Cognitive Systems, partly funded by the Canada Foundation for Innovation (CFI) will provide state-of-the-art laboratories for interdisciplinary research in a number of areas. Significant start-up funding to new faculty could be offered through CFI, the Canada Research Chairs Program and through other sources. The department is to undergo a major expansion over a five year period. Additional information about the Department is available at http://www.ece.ubc.ca/. Applications will not be accepted via email; send hardcopy only please. Applicants should submit their resume, statements of research and teaching interests, and the names of at least three references to: Chair, Recruiting Committee, Department of Electrical and Computer Engineering, University of British Columbia, 2356 Main Mall, Vancouver, BC, V6T 1Z4. The search will continue until the positions are filled, however candidates are urged to apply before January 1, 2002 so that interviews can be scheduled during the academic year. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

THE UNIVERSITY OF OTTAWA — Department of Civil Engineering. Applications are invited for a tenure-track position at the rank of assistant professor. The candidate must hold a PhD with a specialization in structural engineering. Outstanding candidates with a commitment to excellence in research and in teaching are being sought. The successful candidate will be expected to develop and carry out an innovative, externally funded research program and maintain an excellent teaching record at both the undergraduate and graduate levels. A working knowledge in both English and French is an asset. The Department of Civil Engineering at the University of Ottawa maintains an active research in structural engineering. The laboratories are equipped with state-of-the-art devices for structural experimental work. The Department plans to fill this position by July 2002. Applications should be received by December 21, 2001. Applicants should send a complete resume, a one-page research proposal, and a list of three individuals willing to act as referees with their addresses, telephone and/or fax numbers and e-mail addresses to: Dr. H. Tanaka, Chair, Department of Civil Engineering, University of Ottawa, P.O. Box 450, Station A, Ottawa, Ont. K1N 6N5. Employment equity is a policy of the University. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

THE UNIVERSITY OF OTTAWA — Department of Mechanical Engineering invites applications for two tenure track faculty positions at the assistant or associate professor level. Candidates must hold a PhD in Mechanical Engineering or a related discipline, and show evidence of strong research potential and the ability to teach effectively. One position is available in the general area of solid mechanics, design, materials, manufacturing, or mechanical systems. The other position is in the general area of fluid mechanics, heat transfer and thermal engineering. The Department is particularly interested in applicants with research expertise relevant to the high-technology or biomedical industries, including electronics cooling and packaging, biomedical engineering, mechatronics, advanced materials and manufacturing, smart structures, intelligent systems, or other emerging research areas. Preference will be given to bilingual candidates, who can teach in both French and English. The duties include the teaching of undergraduate and graduate courses, the development of a strong research programme, the supervision of MASc and PhD students, and service to the Department. Applicants should be eligible for registration as Professional Engineers in the Province of Ontario. As Canada's high-technology capital, the Ottawa region offers unique opportunities for collaboration with the microelectronics and telecommunications manufacturing industries as well as with biotechnology firms, hospitals and government laboratories. Applications, including a curriculum vitae and the names and addresses of at least three referees, should be sent to Dr. W. Hallett, Chair, Department of Mechanical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5. The Department intends to fill these positions by 1 May 2002, subject to funding, and the closing date for applications is 15 December 2001. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

McMASTER UNIVERSITY — The Department of Chemical Engineering is seeking outstanding individuals for tenure-track positions at open rank for an expansion in the area of bioengineering. McMaster University will also consider applicants with exceptional qualifications for a Canada Research Chair (for more information, please see http://www.chairs.gc.ca/english/newfindex.html). Applicants should have a PhD in Chemical Engineering or closely related discipline and have research interests in areas related to the application of chemical engineering principles to biotechnology. These include, but are not restricted to, biomaterials, biomedical engineering, tissue engineering, and bioprocessing including reactor and downstream processing. The successful candidates will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. The positions offer the opportunity to interact with our biomaterials research group, which has strong collaborations with the Faculty of Health Sciences. We are interested in developing interdisciplinary research across Departments and Faculties, as well as biotechnology research areas that complement existing departmental strengths in polymers and process systems engineering. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three referees (with postal and email addresses). Please send the application materials to the attention of Dr. Andrew Hrymak, Chair, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. Applications will be accepted until the positions have been filled. For more information about the department, please consult http://www.chemeng.mcmaster.ca.

THE UNIVERSITY OF VICTORIA — The Department of Electrical and Computer Engineering is inviting applications for two faculty positions. Each of these positions will involve undergraduate and graduate teaching, graduate supervision at the master's and doctoral levels and research in related areas. 1 Lansdowne Chair in Computer Engineering: Polesso. The Department is seeking a distinguished scholar from industry or academia with an international reputation who will provide leadership in further developing the computer engineering research and teaching programs. The personal research interests of the Chairholder could encompass any hardware or software aspect of computer engineering, however, computer architecture, computer networks, parallel systems, and VLSI systems are of particular interest. The Lansdowne Chair in Computer Engineering is one of seven supported by the UVic Lansdowne Endowment Fund and is the first endowed chair in the Faculty of Engineering. This position is available immediately and applications will be accepted until the position is filled. 2. Canada Research Chair, Tier II, in High Performance Networks: Assistant Professor or beginning Associate Professor. The successful candidate is expected to lead a vigorous research program and teach in computer engineering and specifically in the area of high performance networks which is broadly interpreted to include architecture, routing, interface design, protocols, performance, and Quality of Service. This position is available immediately and applications will be accepted until the position is filled. 3. Telecommunications: Assistant Professor. This is a tenure-track position in the general area of telecommunications. Special emphasis is placed on optical systems and networks, optoelectronics and photonics. This position is subject to funding. Applications should be received by 1 February 2002, but will continue to be accepted after this date until the position is filled. 4. Digital Signal Processing: Assistant Professor. This is a tenure-track position in the general area of signal processing. Special emphasis is placed on one or more of the following areas: adaptive filters, telecommunication signal processing, audio-video processing, array processing, nonlinear signal processing. Applications should be received by 1 March 2002. The position is available 1 September 2002. 5. Computer Engineering: Assistant Professor. This is a tenure-

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Renison COLLEGE

Director of Social Work

Renison College is seeking a Director of Social Work effective September 1, 2002 and invites applications from experienced academics at the associate or full professor level to provide effective leadership to this growing, vigorous programme. Renison College is an affiliated liberal arts college of the University of Waterloo committed to excellence in undergraduate teaching, research and scholarship. The College offers an Honours Bachelor of Social Work programme accredited by the Canadian Association of Schools of Social Work. The goal of this programme is to graduate social workers with a generalist orientation to practice with disadvantaged people within the Canadian context, as well as within the social, cultural and demographic context primarily served by the College.

Applicants for this senior faculty position should possess a DSW or PhD in Social Work, or its equivalent, and hold membership in or be eligible for membership in the Ontario College of Social Workers and Social Service Workers. They should have an outstanding record of scholarly research and publications, administrative experience and accomplishment in teaching. The abilities to teach courses in direct practice, and to initiate community partnered research projects would be an asset. Preference may be given to applicants with expertise in generalist social work education at the Bachelor of Social Work level.

Applications including a curriculum vitae, a statement of research interests, and documentation of teaching and administrative experience should be forwarded to **Dr. Gail Cuthbert Brandt, Principal and Vice-Chancellor, Renison College, Westmount Rd. N., Waterloo, Ontario, N2L 3G4**. The closing date for applications is **January 15, 2002**. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Renison College encourages applications from all qualified women and men, and Aboriginal peoples including members of visible minorities and persons with disabilities.

Joseph L. Rotman School of Management
University of Toronto

J. Douglas & Ruth Grant Canada Research Chair in Competitiveness & Prosperity

J. Robert S. Prichard & Ann Wilson Chair in Managment

Jeffrey Skoll Chair in Technical Innovation & Entrepreneurship

The chairholders will have an internationally distinguished record of excellence in research and teaching in their fields and provide academic leadership in key areas of the School's academic priorities.

Founded in 1827, the University of Toronto is Canada's premiere research institution with some $1 billion in both revenue and construction projects, and will be the largest university in Canada and the United States based on planned enrolment. The Joseph L. Rotman School of Management is considered amongst the top tier of business schools worldwide offering a variety of undergraduate and graduate degree programs tailored to the current needs of businesses and individual managers.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

Please send by **December 21, 2001**, a letter of application with a curriculum vitae and the names of three references to:

Dr. Peter Pauly, Associate Dean, Research & Academic Resources
Joseph L. Rotman School of Management, University of Toronto
105 St. George Street, Toronto, Ontario, Canada, M5S 3E6
Fax: (416) 978-5813; Email: pauly@rotman.utoronto.ca

SCHOOL OF
Policy Studies

Queen's UNIVERSITY

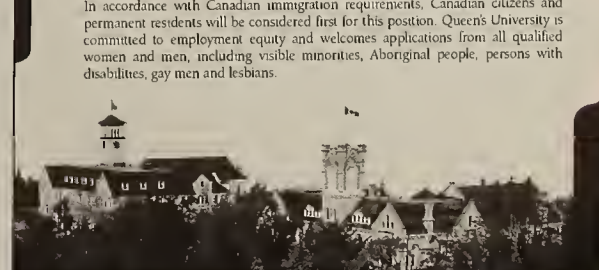
The School of Policy Studies of Queen's University seeks to fill two tenure/tenure-track positions, one in each of the following fields:

Public management and public policy: the design and management of public sector organizations.

Public policy and political institutions: the nature and role of political institutions and their implications for public policy.

The ability to teach courses in policy analysis would be an asset for both positions. The rank of both appointments is open. Applicants are expected to hold a Ph.D. and have an excellent record of high-quality research and teaching appropriate to their stage of career. Candidates should ensure that their letters of application, curriculum vitae, a sample of their scholarly writing are sent before December 15, 2001 to Dr. Keith Banting, Director, School of Policy Studies, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Applicants should also arrange for three letters of reference to be submitted under separate cover by the same date.

In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians.



QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

track position in the general area of computer engineering. Special emphasis is placed on computer architecture, distributed systems, networks, embedded systems and digital design. Applications should be received by 1 March 2002. The position is available 1 September 2002. A PhD or equivalent qualification is required for all five positions. Professional engineering registration or eligibility is an asset. Salary will be commensurate with qualifications and experience. The Department, which is known internationally for its high quality research programs, has 21 faculty members with 7 IEEE Fellows, one Fellow of the Royal Society of Canada, two NSERC Industrial Research Chairs and attracts over $2.3M in annual research funding. More information on the Department can be found at http://www.ece.uvic.ca/. Applicants are invited to forward a curriculum vitae, the names and postal/email addresses of at least three references and reprints of their most important recent research to: Chair, Dept. of Electrical and Computer Engineering, University of Victoria, PO Box 3055 Stn CSC, Victoria, BC, Canada, V8W 3P6, fax: (250) 721-6052; e-mail chair@ece.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. This advertisement is directed to both Canadian and International candidates.

THE UNIVERSITY OF WATERLOO — Department of Chemical Engineering is seeking a faculty member for an Associate Professor or a tenured Full Professor in the Biochemical Engineering Group of this Department. The Chemical Engineering Department has 25 professors specializing in areas such as Biochemical Engineering, Catalysis and Reactor Design, Environmental and Pollution Control, Electrochemical Engineering, Mathematical Analysis, Statistics and Control, Polymer Science and Engineering, Transport Phenomena, Flow in Porous Media and Enhanced Oil Recovery. The department offers degree programs in Chemical Engineering and Environmental Engineering (Chemical). The department has a total annual enrolment of about 500 undergraduates and 100 graduate students. It is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked "first overall" of the 62 Canadian universities. The scenic 1,000-acre campus is part of the twin-cities of Kitchener-Waterloo with a population of 275,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://www.cape.uwaterloo.ca. Successful candidates must hold a PhD degree in Chemical Engineering or in a related discipline. The position is for an internationally recognized scholar with research experience in the bioprocessing aspects of industrial biotechnology. His/her disciplinary expertise should include transport phenomena, reaction kinetics and unit operations with a demonstrated appreciation of the relevant life sciences. At present, the Group has five other faculty members with research interests focussing on fermentation engineering, tissue engineering, biomimetic engineering, metabolic engineering, bioseparations engineering and bioprocess engineering with applications in biomanufacturing and bioremediation. The applicant should have an excellent track record of publications and collaborative research, and a proven capability of generating research grants and industrial contracts. He/she is also expected to contribute to teaching and the supervision of graduate students. Applications consisting of a curriculum vitae, names and addresses of three referees, and a statement of teaching and research interests should be sent to: I. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, by November 30, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Chemical Engineering. Applications are invited for a tenure track faculty position at the Assistant or Associate Professor level in the area of chemical reaction engineering with interests in applied catalysis. Candidates must either hold a PhD in Chemical Engineering or related field, and must be eligible to work in Canada. Successful candidates are expected to establish viable and productive research programs and teach both undergraduate and graduate courses. One component of the research program will be application of catalysis to the Chemical Modification of Polymers to complement an NSERC Industrial Research Chair in Advanced Rubber Technology. Consult our website at http://cape.uwaterloo.ca/ for information about our Department. Applications consisting of a curriculum vitae, names and addresses of three referees and a statement of teaching and research interests should be sent to I. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, by November 30, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Department of Chemical Engineering is inviting applications for a faculty position as a tenure-track Assistant Professor in the area of Process Systems Engineering, commencing January 1, 2002. The faculty members of the PSE group at the Department of Chemical Engineering have developed strong programs in the area of computer process control, applied statistics and process simulation. In order to enhance our strength, the successful candidate should have research interest in the area of optimization of continuous and discrete processes and integration of control and design. However, excellent candidates in the general process systems engineering area, i.e. control, optimization and applied statistics, will also be considered. Due to a recent introduction of a software option into the Chemical Engineering program, the candidate will be expected to contribute to the teaching of courses related to the option. It is expected of applicants to hold a PhD in Chemical Engineering, or a related discipline. The Department has 25 faculty members and a total annual enrolment of about 500 undergraduates in the Chemical and Environmental Engineering programs and 100 graduate students. It is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked "first overall" of the 62 Canadian universities. The scenic 1,000-acre campus is part of the twin-cities of Kitchener-Waterloo with a population of 273,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://www.uwaterloo.ca. Applications will be evaluated until the position is filled. Applicants should submit a curriculum vitae, publication list, a statement of teaching and research interests, and names of three referees to: The Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1, (519) 888-4567, Ext. 2295, ichatzis@uwaterloo.ca. Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a senior, Tier 1 Canada Research Chair (CRC) position in the area of infrastructure management. The appointment will be at the rank of Full Professor with tenure. The overriding qualifications for CRCs are a demonstrated record of excellence. Applicants must be eligible for Professional Engineering registration in Ontario and have a PhD in Civil Engineering or a closely related field. The department's focus areas in infrastructure include building science, construction, pavements, trenchless and tunneling technology and materials and rehabilitation. Pavement research has recently been awarded a substantial infrastructure grant from The Canada Foundation for Innovation and The Ontario Innovation Trust, and accordingly the successful applicant would be expected to play a key role in this activity. As well, strength in one or more additional focus areas would be desirable. The successful applicant is expected to have a distinguished record of scholarship, excellent communication skills, the ability to teach various undergraduate and graduate courses in civil engineering, and the capability of building strong external linkages with industry and public sector agencies. This appointment is subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position! Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor J.E. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca. Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 e-mail: millerd@ece.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases. The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs. Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applications will be considered until the positions are filled. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals

EXCELLENCE INNOVATION DISCOVERY

Faculty Positions

Recognized as a leader in innovative education for women, Mount Saint Vincent University is a dynamic, challenging and welcoming environment. Over 4,000 women and men from across Canada and around the globe take advantage of its personalized approach and distinctive programs. We invite you to join us in furthering the university's strategic directions. Please consult our website, www.msvu.ca, for further information on Blueprint 2000, the university's strategic plan.

Subject to budgetary approval, the following positions will be filled, normally at the beginning Assistant Professor level, for July 2002 for tenure track positions or August 2002 for term positions. Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is expected. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the Mount Saint Vincent Collective Agreement.

Business Administration (Term)
Specialization: International business.
Professor Ned Kelleher, Chair, Department of Business Administration
Ned.Kelleher@MSVU.ca

Child & Youth Study (Tenure-track)
Specialization in the areas of youth care and/or children and youth with special needs.
Dr. Kim Kienapple, Chair, Dept of Child & Youth Study
Kim.Kienapple@MSVU.ca

Education (Four Tenure-track and one Term)
Specializations: B.Ed. and graduate programs in the following areas: 1) Curriculum Studies (Elementary Science/Secondary Science, Elementary Mathematics, Curriculum Leadership, Technology and Education, Language Arts/English, Curriculum Theory and Practice and Creative Arts); 2) Education Psychology (Measurement and Evaluation, and Human Relations); 3) School Psychology; 4) Literacy Education; and 5) Educational Research.
Dr. Andrew Manning, Chair, Dept of Education
Andrew.Manning@MSVU.

Family Studies & Gerontology (Term)
Specialization in Family Studies and/or Gerontology.
Dr. Deborah Norris, Chair, Dept of Family Studies & Gerontology
Deborah.Norris@MSVU.ca

History (Term)
Specialization in Canadian history, particularly the history of Atlantic Canada. Applicants should be able to offer a wide range of courses, including women's/gender history.
Dr. Kenneth Dewar, Chair, Dept of History
Kenneth.Dewar@MSVU.ca

Information Technology (Tenure-track)
Specialization: ability to teach a wide range of courses including Database Application Development in Access, Systems Analysis and Design, Spreadsheet Applications using Excel, Microcomputer Management, and IT Management. Business experience in the technology field.
Dr. Eve Rosenthal, Chair, Dept of Information Technology
Eve.Rosenthal@MSVU.ca

Mathematics and Computer Studies (Term)
Area of specialization is open, although preference will be given to those with experience teaching introductory statistics. Applicants should exhibit potential to carry out a strong research program in any area of mathematics, statistics, or computer science as well as excellence in undergraduate teaching.
Dr. Charles Edmunds, Chair, Dept of Mathematics
Charles.Edmunds@MSVU.ca

Modern Languages (Term)
Specialization in teaching Spanish language courses at all levels. Primary specialization in Spanish, with ability to teach French language courses if required. Excellent teaching record required.
Dr. Marie-Lucie Tarpent, Chair, Dept of Modern Languages
Marie-Lucie.Tarpent@MSVU.ca

Political and Canadian Studies (Term)
Specialization in two or more of the following fields: Canadian public policy, international relations and international development. The successful candidate will be expected to teach courses in public policy and global studies.
Dr. Della Stanley, Chair, Dept of Political & Canadian Studies
Della.Stanley@MSVU.ca

Psychology (Tenure-track)
Specialization in quantitative methods and applied or clinical skills.
Dr. Fred Harrington, Chair, Dept of Psychology
Fred.Harrington@MSVU.ca

Tourism & Hospitality Management (Tenure-track)
Specialization in management and food service management. The successful applicant will be expected to establish linkages with industry, and should possess relevant industry experience.
Professor Ned Kelleher, Chair, Dept of Business Administration & Tourism & Hospitality Management
Ned.Kelleher@MSVU.ca

Please send applications to the appropriate department chair by email or mail to: Mount Saint Vincent University, Halifax, NS B3M 2J6 by January 7, 2002. Applications should include a statement of teaching and research interests, curriculum vitae and the names of three references.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

MOUNT SAINT VINCENT UNIVERSITY

Excellence • Innovation • Discovery

including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@ece.uwaterloo.ca

THE UNIVERSITY OF WATERLOO — The Software Engineering Board invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Scotiabank Research Chairs. The Departments of Computer Science and Electrical & Computer Engineering seek applications for a senior and a junior Scotiabank Research Chair in Software Engineering. Applicants must have an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science. A demonstrated record of industrial collaboration would be an asset. Candidates for the senior Chair should be qualified for an academic position at the level of full professor. Candidates for the junior Chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint appointments in the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members. The Chairs are funded by Scotiabank, and the associated research funds can be matched by provincial and federal funding programs, up to $2,000,000 over five years. It is expected that the chairholders' research programs will focus on problems in developing and maintaining large software systems, software architecture, feature interactions, testing and verification, program understanding, visualization, reverse engineering, software evolution. The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 11 full-time faculty members from the Departments of Computer Science and Electrical & Computer Engineering. These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a jointly sponsored undergraduate degree in Software Engineering. More information can be found at: http://www.math.uwaterloo.ca/Faculty/SoftwareEng/. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Director, Dr. Joanne Atlee, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, se-director@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. These positions are immediately available. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

THE UNIVERSITY OF ALBERTA — The Department of Electrical and Computer Engineering invites applications for tenure track faculty positions at all levels in the area of Computer Engineering and Software Engineering. Fields of particular interest include but are not limited to the following: real-time systems, software-hardware co-design, mixed signal design and testing, system on chip and VLSI, computer architecture, CAD and synthesis, formal verification, mobile and wearable computing, software design, distributed and Internet computing, software measurement, software reliability, software testing and inspection, software project management, software agents. Candidates must have earned a PhD (or expected) and have a strong commitment to research and teaching. Industrial experience will be considered an asset. The Department currently has 44 faculty members and will be expanding to 53 over the next 2 years. The Department has approximately 240 undergraduates in Computer Engineering and 250 graduate students. Two new buildings with a total area of 15,000 m2 (135,000 sq ft), serve the current teaching and research needs of the Department. More information regarding Department programs, faculty and facilities can be found at http://www.ee.ualberta.ca. The province of Alberta has recently established a $1 billion endowment for research through the Alberta Heritage Foundation for Science and Engineering Research. There are sources of federal funding through the Natural Sciences and Engineering Research Council of Canada (NSERC) and the Canadian Foundation for Innovation (CFI) supporting research infrastructure. Applicants are invited to submit their curriculum vitae including employment history, a statement concerning research and teaching interests, reprints of at least two representative research papers, and the names of at least three referees to: Dr. W. Pedrycz, Chair, Department of Electrical and Computer Engineering, The University of Alberta, Edmonton, Alberta, Canada, T6G 2V4. The application review process will begin on January 31, 2002 and will continue until the positions have been filled. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Department of Electrical and Computer Engineering. A Research Associate position is available within a research team supported by an NP8T/NSERC Senior Industrial Research Chair to investigate the application of advanced laser and spectroscopic techniques to sensing problems in industrial and environmental sensing. The applicants will join a research team consisting of two faculty members, approximately nine graduate students and two Post Doctoral Fellows. Applicants are sought with background in laser-spectroscopy of plasmas that are capable of tackling challenging problems and contributing to project management. Salary and level of the position will be commensurate with experience and a full benefits package is available. Full details can be found on the research group web site at www.ee.ualberta.ca/laserplasma. The application deadline is November 30, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, with CV and names of references, should be sent to Professor R. Fedosejevs, Department of Electrical and Computer Engineering, University of Alberta, Edmonton, Alberta, T6G 2V4 Canada. Tel: (780) 492-5330, Fax. (780) 492-1811, E-mail: rfed@ee.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WINDSOR invites applications for Tier II Canada Research Chair positions in Mechanical and Automotive Engineering in the areas of Clean Diesel Engine Technology and Hydroforming. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: December 1/01. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: apptemg@uwindsor.ca

SIMON FRASER UNIVERSITY — Applications are invited for two positions in the School of Engineering Science. The PMC-Sierra Senior Chair in Communications is a tenured position at the Associate Professor or Professor level. The successful applicant will have an internationally-recognized record of research in wireless communication at the link level, with contributions to fields such as smart antennas, modulation and coding. However, outstanding candidates in related areas will be considered. The Sierra Wireless Chair in Communications is a tenure-track position at the Assistant Professor level. The successful applicant will have demonstrated outstanding promise for research through a strong initial record of publications and projects and have expertise in high speed-digital signal processing applied to wireless communications. Examples include DSP and VLSI implementation of transceiver architectures or source compression of multimedia signals for wireless. However, outstanding candidates in related areas will be considered. Responsibilities of both positions include research and teaching. Support will be provided to the successful applicants for establishing their research programs. As well, they will be eligible for Fellowships in the B.C. Advanced Systems Institute, which carry significant research funding. The School of Engineering Science has 22 faculty members, with a flourishing graduate program of 75 full time and 65 part time students. Admission standards for the undergraduate program are among the highest in Canada. Faculty members maintain strong links with the B.C. Advanced Systems Institute, many industrial partners and national and international colleagues. Simon Fraser University serves about 18,000 students. The university has been ranked first in the "Comprehensive" category several times in the last five years in a national ranking of Canadian universities carried out by Mclean's magazine. The university is situated on top of Burnaby Mountain just east of Vancouver and commands magnificent mountain and ocean views. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and varied recreational opportunities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until the positions are filled. January 31 may be taken as a practical cutoff. For updated information, see http://www.ensc.sfu.ca/. To apply, send a curriculum vitae, evidence of research productivity (including selected reprints) and the names, addresses and phone numbers of three referees to: Dr. John D. Jones, Director, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby B.C. V5A 1S6 Canada, email: jones@cs.sfu.ca

THE UNIVERSITY OF SASKATCHEWAN — The Department of Electrical Engineering invites applications for a tenure track faculty position at the Assistant Professor level in the area of digital electronics with emphasis on microcomputer hardware, embedded systems, FPGA design, real time operating systems. The successful candidate is expected to take a strong leadership role in the development of an active research program and be involved in teaching and developing undergraduate and graduate courses. Candidates should hold an earned PhD degree and have demonstrated teaching capability. Excellent facilities and programs exist for research in communication systems, electric power systems, electronics devices and computer systems. The department currently has approximately 200 undergraduate and 80 graduate students and offers B.Sc., M.Eng., M.Sc. and PhD degrees. An open and collegial environment exists amongst the students and faculty. The department is highly ranked within North America (see http://www3.telus.net/inf/ee-prog.htm). The Electronic and Computer Systems Research Group has excellent facilities to support research and teaching, and has close ties with industry through Telecommunication Research Laboratories (see www.trlabs.ca). Research opportunities exist at the Canada's national synchrotron facility at Canadian Light Source Inc. (see http://www.cls.usask.ca) currently under construction on campus. Qualified applicants may also be considered for Canada Research Chair designated to Department of Electrical Engineering for Embedded and Real Time Systems (see http://www.engr.usask.ca/dept/ele/). Applications with complete curriculum vitae, names of three references and a statement of teaching and research interests should be addressed to Dr. K. Takaya (eesearch@engr.usask.ca), Head, Department of Electrical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9. Applications should be received by January 31, 2002. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status in Canada.

ENGLISH

THE UNIVERSITY OF SASKATCHEWAN — The Department of English invites applications for a tenure-track position in Renaissance/Early Modern Studies at the rank of Assistant Professor to begin July 1, 2002. We are particularly seeking candidates with expertise in one or more of the following perspectives: cultural studies, the history of the book, critical racial theory, and queer theory. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes diversity in the workplace. Aboriginal peoples, persons with disabilities, women, and members of racial minorities are encouraged to apply and are invited to identify themselves as members of these designated groups on their applications. The PhD is required, and some teaching experience is an asset. Evidence of scholarly achievement and promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate level courses (including Shakespeare) and seminars at the honours and graduate level, and, eventually to supervise MA and PhD theses. The teaching load is 15 credit units (2.5 classes) per year with some reduction in the first year. The successful candidate will be expected to enrich teaching and scholarship in newly developing fields of knowledge as well as in traditional disciplines related to Early Modern Studies. There will be opportunities to contribute to the newly formed interdisciplinary Classical, Medieval, and Renaissance Studies Program. Applicants should send a curriculum vitae, and transcripts, and should ask three referees to write directly to Professor William W.E. Slights, Acting Head, Department of English, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5 no later than November 15, 2001. Applicants are invited to consult www.usask.ca/english for additional information about this appointment, the Department and the University. This position has been cleared for advertising at the tier-2 level. Applications are invited from qualified individuals, regardless of their immigration status, though Canadian citizens and permanent residents of Canada will receive first consideration.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available in Twentieth Century Literature. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

THE UNIVERSITY OF OTTAWA — The Department of English announces the opening of a full-time, tenure-track position in Romantic literature at the Assistant Professor level, starting July 1st 2002. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send

Appel de candidatures

Poste de professeur, professeure en relations industrielles

(Deuxième affichage)

Le Département des relations industrielles de l'Université Laval est à la recherche d'un professeur ou d'une professeure pouvant dispenser des enseignements aux premier, deuxième et troisième cycles, faire de la recherche, publier des ouvrages scientifiques et diriger des thèses de maîtrise et de doctorat dans le domaine suivant :

- Gestion des ressources humaines

Les personnes intéressées doivent également participer aux autres activités académiques et administratives du département.

Qualifications requises

- Détenir un doctorat en administration (gestion des ressources humaines), en relations industrielles ou dans une discipline connexe. Une très bonne connaissance des méthodes de recherche serait un atout supplémentaire.
- Le Département des relations industrielles considérera avec grand intérêt la candidature de toute personne en voie d'obtention du statut d'immigrante ou d'immigrant.

Date d'entrée en fonction : 1er juin 2002

Traitement : Selon la convention collective.

Faites parvenir votre curriculum vitæ avant le 21 décembre 2001 à :

Gilles Laflamme, directeur
Département des relations industrielles
Pavillon J.-A.-DeSève
Université Laval, Cité universitaire
(Québec) G1K 7P4 Canada

L'Université Laval applique un programme d'accès à l'égalité qui cessacre la moitié des postes vacants à l'engagement des femmes.

En accord avec les exigences en matière de l'immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidents et résidentes permanents du Canada.

www.ulaval.ca

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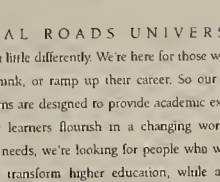

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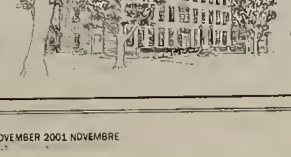
For more information, visit our Web site. Please forward your letter of application, c.v., and the names and contact coordinates of three referees to: *The President, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, C1A 4P3. Fax: (902) 628-4311, e-mail president@upei.ca* Applications will be received until November 16, 2001 (or until the position is filled), with an expected starting date of July 1, 2002.



In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. UPEI is committed to the principle of equity in employment.

www.upei.ca

curriculum vitae, transcripts, one writing sample, and have three letters of reference forwarded before December 1st, 2001 to Keith Wilson, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5

THE UNIVERSITY OF WATERLOO — Applications are invited for three tenure track positions in the Department of English at the assistant professor level. We are interested in candidates with expertise in any of the following areas: Canadian Literature, Post Colonial Literatures and Theory, the periods of British Literature 1700–1900. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing (see http://www.uwaterloo.ca). Salary negotiable. Two appointments effective 1 July 2002; one effective 1 January 2003. Send resumes, transcripts, writing samples, and letters of reference no later than 30 November 2001 to Dr. Murray Mc Arthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Applications are invited for three tenure track positions in the Department of English at the assistant professor level. We are interested in candidates with expertise in any of the following areas: Canadian Literature, Post Colonial Literatures and Theory, the periods of British Literature 1700–1900. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing (see http://www.uwaterloo.ca). Salary negotiable. Two appointments effective 1 July 2002; one effective 1 January 2003. Send resumes, transcripts, writing samples, and letters of reference no later than 3 January 2002 to Dr. Murray Mc Arthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario N2L 3G1. Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

THE UNIVERSITY OF MANITOBA — The Department of English invites applications for a full-time tenure track position at the rank of Assistant Professor with specialization in Shakespeare beginning July 1, 2002, or soon thereafter (subject to final budgetary approval). We particularly invite applications from persons who have interdisciplinary interests and expertise and who are able to teach general as well as specialized courses. Applicants must have completed the PhD by the date of appointment. The successful candidate will be expected to teach a first-year course as well as undergraduate courses in his or her area of specialization. Staff are eligible to apply to university programs in aid of research, and will receive both a travel and a professional development allowance. Additional duties will include research and university/community service. Salary will be commensurate with experience and qualifications. The Department of English at the University of Manitoba offers M.A. and PhD programs in literature and undergraduate programs in literature, film and theatre. The Department operates a media lab and offers both scholarly and creative thesis options for the MA. The University of Manitoba is located in Winnipeg, a vibrant city with a highly developed arts and cultural scene, including symphony orchestra, ballet, opera, and very active writing, film and theatre communities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a letter of application, curriculum vita, teaching dossier and writing sample. We ask that you arrange to have original transcripts of all graduate work and three confidential letters of reference forwarded so they arrive no later than December 1, 2001. Send all materials to: Professor David E. Ainason, Head, Department of English, 625 Fletcher Argue Building, University of Manitoba, Winnipeg, MB, Canada R3T 5V5.

THE UNIVERSITY OF NEW ENGLAND (AUSTRALIA) — Lecturer in English. The School of English, Communication & Theatre welcomes applicants with demonstrated ability to teach in the areas of: Composition, Advanced Reading and Writing, Research in Writing and other innovative reading/writing programmes both on- and off-shore, and to take on coordination and administrative responsibilities. The School is renowned for its distance education expertise, and the appointee will be involved in a range of teaching programmes in English, both internal and external. The successful applicant will have completed, or be close to completing, a PhD in English. Evidence of postgraduate studies in literature and/or literary theory, and of a continuing research programme, is also required. Scholarly work and teaching experience in the area of Children's Literature or Twentieth-Century Literature may be an advantage. A commitment to work collegially and as part of a dynamic team will be an essential quality of the successful applicant. The position is available from 1 February 2002. Informal enquiries may be directed to Associate Professor Russell McDougall, Head of School e-mail rmcdougal@metz.une.edu.au. Closing date for the position is 3 December 2001. Additional information and an application package should be obtained from http://www.une.edu.au/personnel/recruit.

TRENT UNIVERSITY — The Department of English invites applications for a tenure-track position in the area of Post-Conquest Medieval English Literature, effective 1 July 2002, subject to budgetary approval. Trent University is a primarily undergraduate liberal arts and science university located in a pleasant setting in Peterborough, Ontario, approximately 125 kilometres northeast of Toronto. Its English Department seeks candidates with a strong demonstrated ability in effective undergraduate teaching and a demonstrated commitment to research and scholarship. The Department employs formal lectures, with a focus on small-groups tutorials among its preferred teaching methods. Please consult the Department website for further information on our programs, faculty, and activities: http://www.trentu.ca/english. The successful candidate will be versatile, able to teach in at least one area in addition to the area of specialization, and will be expected to participate in one of the Department's team-taught introductory-level courses. The position is at the rank of Assistant Professor, for which a PhD is required. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trent University is an employment equity employer, and especially invites applications from women, aboriginal people, visible minorities and people with disabilities. Please send applications, including a curriculum vitae, teaching dossier and a writing sample, and arrange to have three letters of reference sent to: Professor James Neufeld, Chair, Department of English, Literature, Trent College, Trent University, Peterborough, Ontario, Canada K9H 7P4, by December 15, 2001. Tel: 705-748-1733; Fax: 705-748-1823; Email: english@trentu.ca

ENGLISH AS A SECOND LANGUAGE

CONCORDIA UNIVERSITY — Faculty of Arts & Science has one tenure-track position available for a candidate to teach in its TESL Centre. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

ÉTUDES FRANÇAISES

L'UNIVERSITÉ CONCORDIA — La Faculté des arts et des sciences de annonce la création probable d'un poste, ouverte vers la didactique et le multimedia. Veuillez lire l'annonce pleine page publiée dans ce numéro ou visitez notre site Web. http://artsandscience.concordia.ca/internet/jobs.cfm.

EXERCISE SCIENCE

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available, one in Athletic Therapy and the other in Clinical Exercise Physiology. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

FINANCE

SAINT MARY'S UNIVERSITY — The Frank H. Sobey Faculty of Commerce is widely recognized for the quality of its Management Education. The largest Business School in Atlantic Canada, the Faculty boasts over 2300 full-time and part-time students registered in the undergraduate commerce program, over 250 in the MBA program, and more than 50 students in its flourishing Executive MBA program. The Faculty launched the first PhD program in Business Administration in Atlantic Canada in June of 2000. Our curriculum and a tradition of excellence in teaching and research are hallmark achievements of our sixty plus diverse and dynamic faculty. The Frank H. Sobey Faculty of Commerce invites applications for a tenure-track position in finance at the Assistant Professor level. Candidates should have a PhD in hand, or expect completion by December 2002. All areas of specialty in finance will be considered. Teaching will be at both undergraduate and MBA levels, and research is strongly encouraged and rewarded. Resources include access to COMPUSTAT, Global Vantage, TSE/Western Database, TAQ, Datastream and FINI Database. Applications should contain a curriculum vitae, three letters of reference, teaching evaluations, and copies of one or two recent research papers. Forward all documents to Dr. Milton Chew, Chair, Finance and Management Science Department, Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3, Fax: 902-496-8101. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity and encourages applications from all qualified candidates including Aboriginal peoples, visible minorities, persons with disabilities and women. Applications will be considered until the positions are filled.

GÉNIE

L'UNIVERSITÉ D'OTTAWA — Le Département de génie civil recherche une personne pour combler un poste de professeur adjoint/ ou professeure adjointe menant à la permanence. La personne rédaée détient un doctorat avec spécialisation en génie des structures et se démarque par sa motivation à exceller dans l'enseignement et la recherche. La personne choisie sera appelée à concevoir et à mener un programme de recherche innovatrice, subventionné par des partenaires externes. Elle enseignera aussi à tous les cycles universitaires, en anglais et en français, et devra maintenir un excellent dossier d'enseignement. Le Département poursuit activement un programme de recherche en structure. Ses installations d'avant-garde pour l'expérimentation des structures sont à la fine pointe de la technologie. Le Département se propose de combler ce poste d'ici le 1er juillet 2002 et souhaite donc recevoir les candidatures au plus tard le 21 décembre 2001. Les personnes intéressées sont priées de faire parvenir un curriculum vitae détaillé, une proposition de recherche d'une page et les noms de trois personnes disposées à faire fonction d'évaluateur ou d'évaluatrice, avec leurs adresses postale et électronique ainsi que leurs numéros de téléphone et de télécopieur, à: Monsieur Hiroshi Tanaka, Directeur, Département de génie civil, 161, rue Louis-Pasteur, Université d'Ottawa, C.P. 450, succursale A, Ottawa (Ontario), K1N 6N5. L'Université d'Ottawa souscrit à l'équité en matière d'emploi et invite toutes les personnes qualifiées à présenter leur candidature, plus particulièrement les femmes. En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent.

L'UNIVERSITÉ D'OTTAWA — Le département de génie mécanique recherche deux personnes pour combler deux postes au rang de professeur(e)s adjoint(e)s ou professeur(e)s agrégé(e)s menant à la permanence. Les candidat(e)s doivent détenir un doctorat en génie mécanique ou d'une discipline similaire, démontrer un fort potentiel pour la recherche et la capacité d'enseigner efficacement. Un des postes relève du domaine de la mécanique des solides, conception, matériaux, fabrication, ou système mécaniques. L'autre relève du domaine de la mécanique des fluides, du transfert de la chaleur et du génie énergétique. Le département s'intéresse particulièrement aux candidat(e)s ayant des connaissances qui se rapportent aux industries de haute-technologie et l'industrie biomédicale, y compris le transfert de chaleur dans les systèmes électroniques, le génie biomédical, la mécatronique, les matériaux et les processus de fabrication avancés, les structures intelligentes, les systèmes intelligents, ou autres champs de recherche émergeants. La préférence sera donnée aux candidat(e)s bilingues, qui peuvent enseigner en français et en anglais. Les tâches consisteront à enseigner aux niveaux des 1er, 2e et 3e cycles, à développer un fort programme de recherches, à superviser des étudiants à la maîtrise et au doctorat et de participer aux activités du département. Les candidat(e)s doivent être admissibles à l'Association des ingénieurs professionels de l'Ontario. La ville d'Ottawa est la capitale de la haute-technologie au Canada, et offre une chance unique de collaborer avec les secteurs de micro-électronique et de télécommunication et de la biotechnologie, les hôpitaux, et les laboratoires gouvernementaux. Les personnes intéressée(s) doivent faire parvenir leur curriculum vitae et des noms et adresses de trois références à l'adresse qui suit: Monsieur W. Hallett, Directeur, Département de génie mécanique, Université d'Ottawa, K1N 6N5. Le depertement a l'intention de combler ces postes le 1er mai 2002. Ces postes sont assujettis aux approbations budgétaires. Le département acceptera des candidatures jusqu'au 15 décembre 2001 seulement. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature Conformément aux règles du Canada en matière d'immigration, notre annonce s'adresse en premier lieu aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent.

GENOMICS AUTOMATION

THE UNIVERSITY OF CALGARY — The Department of Biochemistry & Molecular Biology invites applications from outstanding investigators for a full-time academic position in Genomics Automation at the Associate Professor level or higher to develop a vigorous independent research program within a multidisciplinary research environment. Although duties include some teaching and graduate student supervision, 75% of time will be protected for research. Qualifications include a PhD and a distinguished and established record of publications and expertise in applying laboratory automation technology to genomics and proteomics. Salary support is dependent upon successful application to the Academic and Strategic Initiatives Program of AVAC Ltd. Details of the AVAC application process can be found at http://www.avaclid.com. Please submit a curriculum vita and a statement of research interests, and arrange to have three letters of reference sent directly, by November 30, 2001 to: Leon W. Browder, PhD, Professor and Head, Department of Biochemistry & Molecular Biology, Faculty of Medicine, 3330 Hospital Drive N.W., Calgary, Alberta, Canada T2N 4N1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity

GEOGRAPHY

THE UNIVERSITY OF TORONTO — The Division of Social Sciences invites applications for a budget-approved, full-time tenure-stream position at the assistant professor rank in human geography commencing 1 July 2002. Preference will be given to a specialist in urban studies with research and teaching interests in one or more of the following: sustainable development, globalisation, urban environments, or urban political geography. A regional specialization outside North America would be an advantage. The appointee would be expected to contribute to graduate teaching and supervision (in the Department of Geography) and undergraduate teaching (in the Division of Social Sciences). We prefer candidates who can teach in a combination drawn from among urban geography, urban environments and health, urban political geography, and social geography. The successful candidate will be expected to develop an externally funded research program. The successful candidate must have a PhD in geography or a closely related discipline, an established record of high quality scholarly research and publication, and a demonstrated commitment to teaching. Additional information on the Division of Social Sciences can be found at http://www.utsc.utoronto.ca/~socsci/. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to further diversification of ideas. Candidates should send their curriculum vitae, statements of teaching specializations and research interests, copies of reprints, as well as arrange to have letters from three referees forwarded, by 14 December 2001 to: Professor Sue Horton, Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto Ontario Canada M1C 1A4. This competition will remain open until the position is filled. Canadian citizens and permanent residents will be considered first for this position.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available in Urban Geography and Public Policy. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

YORK UNIVERSITY — The Department of Geography invites applications for a full-time, tenure-track position in Human Geography at the Assistant Professor level to begin 1 July 2002 (subject to budgetary approval). Applicants with research and teaching interests in one or more branches of Human Geography (Economic, Political, Social or Cultural) and with demonstrated expertise in the application of GIS techniques will be considered. A PhD is required at the time of appointment. We seek an individual who will develop a vigorous research programme and who is prepared to contribute to both undergraduate and graduate teaching that includes introductory GIS techniques and sub-fields of Human Geography. Additional information on the Department can be obtained at www.yorku.ca/geograph. Candidates should send a curriculum vitae, a statement of research interests, and selected publications, and should arrange for three letters of reference to be sent to: Dr. D.B. Freemen, Chair, Department of Geography, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Deadline for application is 1 December 2001. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Geography welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca or

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McGill

Assistant Professor
19th-Century Literature (Romantics)
Department of English

The Department of English invites applications for a tenure-track position at the rank of Assistant Professor to begin on September 1, 2002, in the area of 19th-Century Literature, with a focus on the Romantics. PhD is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website: http://www.arts.mcgill.ca/programs/english/english.html.

Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than **November 15th.** Applicants who wish to receive an acknowledgement should include a stamped (Canadian postage please), self-addressed postcard. In accordance with Canadian and Quebec Immigration requirements, priority will be given to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Please address applications to:
Professor Maggie Kilgour, Chair
Department of English, McGill University
853 Sherbrooke St. W.
Montreal, Quebec, Canada H3A 2T6

QUAECUMQUE VERA

University of Alberta
Dean, Faculty of Science

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Science.

The University of Alberta has a clear vision, shared by the Faculty of Science: to be indisputably recognized, nationally and internationally, as one of Canada's finest universities and among a handful of the world's best. The University plays an integral role in the educational, business and cultural life of Alberta through the impact of its integrated mandate of teaching, research and community service. In excess of 4,500 courses are offered in 16 Faculties at the University of Alberta where more than 29,000 students are enrolled.

The Faculty of Science consists of 300 full-time faculty members and 250 support staff in seven Departments that offer B.Sc., M.Sc. and Doctoral programs. The Departments are Biological Sciences, Chemistry, Computing Science, Earth and Atmospheric Sciences, Mathematical and Statistical Sciences, Physics and Psychology. In addition to offering undergraduate programs to 5,300 full-time students, the academic staff members are actively involved in graduate instruction and research. Research activities generate approximately $55 million in grant and contract support. Further information may be obtained from the World Wide Web at www.ualberta.ca/SCIENCE.

The Dean is responsible to the Provost and Vice-President (Academic) for the supervision and administration of the academic programs, budget, and all activities of the Faculty. Candidates should have proven administrative ability, well-developed leadership skills and strong academic qualifications in a field of research that enhances the activities of the Faculty.

The appointment will take effect on July 1, 2002 or as soon as possible thereafter.

Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees should be submitted by December 15, 2001 to the Landmark Consulting Group Inc., 25 Main Street West, Suite 2225, Hamilton, ON, L8P 1H1, or by electronic mail to resumes@landmarkconsulting.org.

The University of Alberta hires on the basis of merit. They are committed to the principle of equity of employment. They welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

LANDMARK CONSULTING GROUP INC.

Executive Search Consultants

a copy can be obtained by calling the affirmative action office at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position

THE UNIVERSITY OF TORONTO — The Department of Geography and Program in Planning, invites applications for a tenure-stream position at the Assistant Professor rank commencing July 1, 2002. Candidates should have research and teaching interests in economic and social processes in urban settings, including, for example, transportation, health, and communication and information technology. Demonstrated expertise in quantitative analysis and GIS is desirable. The successful candidate must have a PhD in geography or a related discipline, demonstrated potential for excellence in scholarly research and teaching. The appointment is at the University of Toronto at Mississauga, which has an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. The appointee will be expected to develop an externally funded research program and contribute to a diverse undergraduate and graduate education. Additional information on the Department can be obtained through the World Wide Web at http://eratos.utm.utoronto.ca/ and http://www geog.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Candidates should send their curriculum vitae, brief statements of teaching specializations and research interests, copies of selected reprints, as well as arrange to have letters from three referees forwarded by February 1, 2002 to: Professor Joe Desloges, Chair, Department of Geography and Program in Planning, University of Toronto, 100 St. George Street, Room 5047, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3. Please note that no e-mail applications will be accepted

GEOLOGY

BRANDON UNIVERSITY — The Department of Geology. Applications are invited for a continuing appointment as Instructional Associate in the Department of Geology. A M Sc. in Geology with undergraduate teaching experience is desired. The successful candidate will be required to provide undergraduate instruction in all first year Geology laboratories, and a variety of 2nd to 4th year Geology laboratories. In addition, the candidate will be expected to provide undergraduate instruction in at least one Geology course (lectures and laboratories), and may assist in an advanced course. The candidate will also play a key role in managing, preparing and maintaining Departmental teaching collections of rocks, minerals and fossils, and maintaining Departmental equipment. Salary and rank Commensurate with qualifications and experience. Deadline For Applications: November 1, 2001 or until the position is filled. Start date. December 1, 2001, or upon availability of the successful candidate. Applicants should submit a curriculum vitae, university transcripts and the names of three references to: Dr. Janet Wright, Dean of Science, Brandon University, Brandon, Manitoba R7A 6A9 Applications by fax (204-728-7346) or by e-mail (wrightj@brandonu.ca) will be accepted. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply

GERMAN

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Subject to budgetary approval, the Department of German and Russian invites applications for a tenure-track position in Russian at the Assistant Professor level to commence September 1, 2002. In addition to Russian language and literature at all undergraduate levels, the successful candidate will be required to teach introductory courses in German. Near native fluency in Russian is required. The successful applicant will have a doctorate in hand by the date of appointment and be able to submit evidence of effective teaching and research potential. Please send a curriculum vitae, and the names and addresses of three referees, to Dr Richard Ilgner, Head, Department of German and Russian, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. The closing date for applications is December 31, 2001. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programmes to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities Priority will be given to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF TORONTO — Assistant Professor of German. Applications are invited for a tenure-stream position at the rank of Assistant Professor. A PhD, excellent teaching and research record, and native or near-native command of German are required. The Department is actively involved in developing a wide range of instructional technologies, and the successful candidate will have demonstrated experience in the teaching and methodology of German second language acquisition (DaF), including computer-assisted language learning, the use of multimedia in language teaching, and the mentoring of teaching assistants An additional recommendation will be teaching experience in *modern* German literature and culture. This position also offers the opportunity to teach and conduct research with a highly diverse student population and to work with groups and institutions that reflect the diversity of the Greater Toronto region. Appointment commences 1 July 2002. The normal teaching load is five half-year courses or their equivalent. Salary will be commensurate with qualifications and experience. Applications should reach the Department by 30 November 2001 (File Ref.: 22). Early submission of application is encouraged, as documents will be reviewed as they arrive. Applicants should ask 3 referees to send a letter of recommendation under separate cover to the address below Applicants should also send a curriculum vitae, a teaching dossier, a copy of a recent paper or publication, and a statement outlining current and future research interests to: Professor James Retallack, Chair, Department of Germanic Languages and Literatures, University of Toronto, 50 St. Joseph St., Toronto, Ontario, Canada, M5S 1J4, E-mail: german@chass.utoronto.ca, Web. http://www.chass.utoronto.ca/german. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Candidates should send their curriculum vitae, brief statements of teaching specializations and research interests, copies of selected reprints, as well as arrange to have letters from three referees forwarded by February 1, 2002 to: Professor Joe Desloges, Chair, Department of Geography and Program in Planning, University of Toronto, 100 St. George Street, Room 5047, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3. Please note that no e-mail applications will be accepted

UNIVERSITY OF TORONTO AT MISSISSAUGA — Applications are invited for a tenure-stream position, Assistant Professor, Department of Germanic Languages and Literatures, Erindale College, University of Toronto. PhD and evidence of teaching excellence are required, as is native or near-native command of German. Area of specialization: German language, literature, and culture. The successful candidate will teach in the undergraduate German and European Studies programs as well as in the graduate program of the German Department. The possibility exists to work collaboratively in interdisciplinary programs in Communication, Culture, and Information Technology, in Cinema Studies, and in Women's/Gender Studies. In addition, the Department and the University are actively involved in developing a wide range of instructional technologies. This position offers the opportunity to teach and conduct research with a highly diverse student population, to work with groups and institutions that reflect the diversity of the Greater Toronto region, and to live in one of the most diverse communities in the world. Appointment commences 1 July 2002. Salary will be commensurate with qualifications and experience. Applications should reach the Department by Friday, 7 December 2001. Send letter of application, vitae, and arrange for three letters of reference to be sent directly to Professor James Retallack, Chair, Department of Germanic Languages and Literatures, University of Toronto, 50 St. Joseph St., Toronto, ON, Canada, M5S 1J4, Email: german@chass.utoronto.ca, Web. http://www.chass.utoronto.ca/german. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position

HEALTH STUDIES

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002 We seek a scholar with an interest in cultural representations of the health, illness, and the body, broadly conceived Areas of research specialization are open, but might include: health-related discourses in the media, the arts, and popular culture, modes of embodiment; issues of health and social diversity, (i.e., gender, class, sexuality, ethnicity); the reproduction of ability and disability; therapeutic practices and rituals; cultural activism and rhetorics of resistance; idioms of trauma, distress and suffering; illness narratives, risk society; and healthism. The successful candidate will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in the politics of health. Areas of research specialization for this position might include: the political economy of health, illness and health care, social inequality and health; the politics of developing, implementing and/or contesting public policy; community activism and social movements concerning health; the role of governments in health and health care, the role of ideology, interests, and values in the politics of health; citizenship and health consumerism; legal and political discourses; human rights and social justice, and the policing of illness and disease. The successful candidates will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

HISTORY

YORK UNIVERSITY — The Department of History (Faculty of Arts) invites applications for a visiting professorship in Modern Greek History, beginning 1 July 2002 The successful candidate must be an established scholar in Modern Greek History with a focus of specialization in one of three areas: Political History, Social History, or International Relations. Research qualifications include a completed PhD, or equivalent, and an ongoing program of research in the area of specialization. The successful candidate must have a strong record of achievement in research, teaching, and supervision at the undergraduate and graduate levels, and is expected to provide leadership in the development of a focus area in Modern Hellenic Studies. The ability to develop links with the broader Hellenic Canadian community will be considered an asset. Fluency in Modern Greek at the near native level and in English is required. The candidate will be appointed to the Department of History in the Faculty of Arts and may be affiliated with the Canadian Centre for German and European Studies Courses taught will also be part of the European Studies program Rank is open. Salary is dependent on qualifications and experience. The appointment will be for one or two years, and is renewable, until the Chair in Hellenic Studies is established. This visiting professorship and the Chair have been endowed by the Hellenic Heritage Foundation, the Greek community of Metropolitan Toronto, and York University This search — and the appointment of a visiting professor — is intended to highlight York University's growing interest in Hellenic Studies The Chair is expected to be established by 31 December 2002. For more information, please contact Professor Marlene Shore, Chair of the History Department (address below). York University, the third largest university in Canada, is located in Toronto, a flourishing multicultural city York has a strong reputation in History, International Relations, and related interdisciplinary programs. In all of its appointments, the Department of History is keen to attract scholars who have an interest in one or more of the following: cross-cultural contact; war; gender and sexuality; imperial and post-colonial issues. Applicants should submit a letter of interest, including a curriculum vitae, and names and contact addresses of three referees, to be sent no later than 3 December 2001 to: Professor Marlene Shore, Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 (fax. 416-736-5836). Canadian citizens and permanent residents will be considered first for this position. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racially/visible minorities, persons with disabilities and aboriginals in its affirmative action program. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify The Department of History welcomes applications from women, racially/visible minorities, persons with disabilities and aboriginal peoples The affirmative action program can be obtained by calling the Affirmative Action office at 416-736-5713 All positions at York are subject to budgetary approval

SIMON FRASER UNIVERSITY — The Department of History invites applications for a tenure track appointment in Modern Chinese History since the Ming period. The position will begin in September 2002. The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to qualified Canadian citizens and permanent residents. Citizens of other nationalities are also encouraged to apply. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants This position is subject to approval by the University Board of Governors and final budgetary authorization Closing date for receipt of applications is November 23, 2001. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Hugh Johnston, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6, Fax: (604) 291-5837.

THE UNIVERSITY OF BRITISH COLUMBIA — The History Department invites applications for a tenure-track appointment at the level of Assistant Professor, effective 1 July 2002, in Twentieth-Century Canadian History. Applicants with a research and teaching interest in the second half of the century are encouraged to apply Preferred fields are social history, the history of mass/consumer culture, and the history of political culture. A completed or soon-to-be completed PhD and a commitment to scholarship reflected in published or publishable research are essential. Teaching experience at the post-secondary level is expected. The successful candidate should have the intellectual breadth and flexibility that the Department increasingly needs as it moves in new directions Our department offers faculty a variety of teaching possibilities each year selected from among introductory, senior undergraduate, honours, M.A. and PhD, and comparative courses. UBC offers internal research funding programmes and supports many interdisciplinary research centres Applicants should send a current c.v. and covering letter and arrange for three letters of reference, all to be sent to Professor Dianne Newell, Search Committee in Canadian History, History Department, University of British Columbia, Room 1297, 1873 East Mall, Vancouver, B.C. V6T 1Z1. The closing date for applications is 15 December 2001 The position is subject to final budgetary approval In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply

UNIVERSITY OF REGINA

FACULTY OF ADMINISTRATION
TENURE TRACK POSITIONS

The Faculty of Administration invites applications for eight tenure-track positions. PhD or D.B.A. is required (or near completion). Candidates should have a research program in place and demonstrate a potential for excellence in scholarly research and teaching. Teaching responsibilities will include both undergraduate and graduate courses. The Faculty offers the Master of Business Administration, Master of Public Administration, and Master of Human Resource Management, in addition to a four year Bachelor of Administration. For details on the institution, please see the website (www.uregina.ca).

Full-time, tenure-track positions at the rank of Assistant Professor (Associate Professor level considered) are available in the following areas:

- Management Accounting
- Financial Accounting
- Marketing
- Finance (two positions)
- Management Information Systems/Technology Management
- Human Resource Management.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

Interested candidates are asked to submit their application and curriculum vitae to the attention of **Dean Garnet Garven, Faculty of Administration, University of Regina, 3737 Wascana Parkway, Regina, SK, Canada S4S 0A2**.

University of Ottawa

ASSISTANT PROFESSOR DEPARTMENT OF CELLULAR & MOLECULAR MEDICINE

The Department of Cellular and Molecular Medicine, University of Ottawa, invites applications for a tenure-track position at the rank of Assistant Professor commencing January 1, 2002.

The candidate will be required to undertake teaching responsibilities in both French and English primarily in the fields of general pharmacology and systems physiology, and also in anatomy. Duties will include the teaching and coordination of undergraduate and graduate courses in pharmacology, specific components of first and second year medical curriculum in pharmacology and physiology, and undergraduate health science courses in anatomy and physiology. In addition, the professor will be required to participate in other teaching, curriculum development, technology-assisted learning and administrative functions in the Department of Cellular and Molecular Medicine.

The position calls for someone who enjoys working in a team-based approach with other faculty developers and who seeks to make scholarly contributions to higher education in the biomedical field. The candidate will be expected to develop innovative educational strategies and programs, including novel computer-based technologies, to improve the delivery of a cohesive and revitalized education in the Medical, Health and Biomedical Sciences, in both official languages. As such, the Department is interested in candidates possessing experience in the development of multimedia teaching tools and in the systematic planning, measurement and evaluation of both teaching and learning outcomes.

Applicants should have a PhD from a recognized university with a specialization in the biomedical sciences or a related field. The candidate must also possess or be prepared to undertake studies towards an M.Med.Ed degree in the field of Medical Education. In addition, an excellent knowledge of medical terminology as well as an active knowledge (oral and written) of both official languages is essential. Preference will be given to candidates with a proven competency and track record of teaching and course coordination at the University level in both French and English in the relevant fields, as well as competency in course development and technology-assisted learning. Candidates should have demonstrated administrative experience, a strong academic background and a commitment to excellence in teaching.

To obtain more information or make application, contact: **Dr. Anthony Krantis, Interim Chair, Department of Cellular and Molecular Medicine, University of Ottawa, Ottawa, ON, K1H 8M5**, (613) 562-5425, Fax (613) 562-5636 or e-mail: akrantis@uottawa.ca before **November 30, 2001**. Enclose curriculum vitae and the names and contact information of three references with letter of application.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Conditions of employment are set by a collective agreement. In keeping with a proactive policy on employment equity, the University of Ottawa strongly encourages applications from women candidates.

Université d'Ottawa

PROFESSEUR ADJOINT LE DÉPARTEMENT DE MÉDECINE CELLULAIRE ET MOLÉCULAIRE

Le Département de médecine cellulaire et moléculaire de l'Université d'Ottawa sollicite des candidatures pour un poste menant à la permanence au rang de professeur adjoint. La date d'entrée en fonction sera le 1er janvier, 2002.

Les enseignements demandés comporteront surtout des cours en pharmacologie générale et physiologie des systèmes ainsi qu'en anatomie, et ce dans les deux langues officielles. Le professeur sera responsable de l'enseignement et de l'administration des cours de pharmacologie au premier cycle et aux études supérieures, d'éléments spécifiques de la pharmacologie et de la physiologie faisant partie du curriculum en médecine (1ère et 2e année) et de certains cours d'anatomie et de physiologie offerts aux étudiants des sciences de la santé. La charge de travail comprendra également le développement du curriculum, les technologies d'apprentissage, certaines autres responsabilités d'enseignement et tâches administratives au sein du Département de médecine cellulaire et moléculaire. Le professeur recruté devra démontrer un intérêt et des aptitudes à travailler en équipe et à participer à des activités savantes dans le domaine de la pédagogie biomédicale universitaire. On s'attendra à ce que le candidat participe à la conception et au développement de stratégies et de programmes pédagogiques innovateurs, y compris des outils d'apprentissage multimédiatisés, en vue d'offrir un enseignement renouvelé et cohésif dans les deux langues officielles aux étudiants en médecine, aux sciences biomédicales et aux sciences de la santé. Parmi les profils affichés, des compétences dans le développement de matériels multimédiatisés ainsi que dans la planification systématique et l'évaluation des apprentissages sont recherchées.

Les candidats doivent détenir un doctorat (PhD) en sciences biomédicales ou dans un domaine connexe. Il doit aussi détenir ou être disposé à entreprendre des études vers l'obtention d'un diplôme (M. Med.Ed.) en pédagogie médicale. De plus, une excellente connaissance de la terminologie médicale ainsi que la maîtrise de la langue française et anglaise, tant à l'oral qu'à l'écrit, est essentielle. Parmi les domaines d'expertise constituant des atouts pour l'obtention de ce poste, notons des compétences et de l'expérience dans l'enseignement et la coordination de cours universitaire dans les domaines pertinents (dans les deux langues officielles), ainsi que des compétences dans le développement du curriculum et des technologies d'apprentissage. Les candidats doivent aussi faire preuve d'expérience en administration, d'une formation scolaire solide et d'un engagement envers l'excellence dans l'enseignement.

Pour obtenir de plus amples informations ou pour faire demande, prière de faire parvenir votre candidature, votre curriculum vitae ainsi que le nom et les coordonnées de trois répondants avant le **30 novembre 2001**, au **Dr Anthony Krantis, directeur par intérim, Département de médecine cellulaire et moléculaire, Université d'Ottawa, Ottawa, ON, K1H 8M5**, (613) 562-5425, télécopieur (613) 562-5636 ou courriel: akrantis@uottawa.ca.

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Les conditions d'emploi suivent les dispositions d'une convention collective. L'Université d'Ottawa applique une politique d'équité en matière d'emploi et encourage fortement les femmes à poser leur candidature.

Nota. Le générique masculin est utilisé dans l'unique but d'alléger le texte

Lakehead
UNIVERSITY

Lakehead University is located at the head of the Great Lakes in Thunder Bay, Ontario, Canada, and offers a comprehensive array of programs in the Arts and Sciences, Business, Education, Engineering, Forestry, Kinesiology, Nursing and Outdoor Recreation. A significant mandate of the University is to serve the vast region of Northwestern Ontario and the Aboriginal community through on-campus and community based programming, part-time studies and distance education. Lakehead is a national and international institution and a large proportion of its approximately 6,000 students come from outside the region. The University has some 250 faculty engaged in teaching and research, and a staff of 345. A strategic plan has been developed to position Lakehead for future growth and development in a changing environment. For more information on Lakehead University, please visit our web site at www.lakeheadu.ca.

Lakehead University seeks to fill the following tenure-track appointments for August 1, 2002. Rank of appointment is dependent on qualifications, teaching and research experience. All applicants should hold a PhD by time of appointment. For further information on these positions, please contact the Office of the Vice-President (Academic) and Provost at (807) 343-8201. Some of these positions may qualify for a Canada Research Chair. Please refer to www.lakeheadu.ca/~researchwww/chairs.html for details.

Faculty of Business Administration

The Faculty of Business has 17 full time and 15 part time faculty members and offers an Honours Bachelor of Commerce in the areas of Finance, Marketing, Accounting, Information Systems, Human Resources, Business Economics and International Business and a Bachelor of Administration in General Business. The Faculty is currently in the process of establishing a Master of Science in Management. The Faculty of Business Administration invites applications to fill at least three tenure-track appointments in the following areas:

Accounting — Applicants should have teaching and research expertise in Accounting. A professional accounting designation would be considered an asset.

Finance — Applicants should have teaching and research expertise in Finance. Candidates with Financial Economics background are encouraged to apply.

Human Resources — Applicants should have teaching and research expertise in Human Resources. Candidates with expertise in Organizational Behaviour are encouraged to apply.

Marketing/International Business — Applicants should have teaching and research expertise in Marketing and International Business. The particular area of specialization is open.

Management/Human Resources — Applicants should have teaching and research expertise in Management/Human Resources. The particular area of specialization is open.

Faculty of Education

The Faculty of Education has 26 full-time faculty members and offers Pre-service, Native Teacher Education, Native Language Instruction, continuing Education, M.Ed. and joint PhD programs. Candidates shall have documented evidence of successful teaching experience and should possess or show evidence of the ability to develop a research program in Education. Responsibilities include teaching undergraduate and graduate courses, supervision of student teaching and graduate students, and maintaining a productive research program. The Faculty invites applications to fill tenure-track appointments in the following areas:

Aboriginal Education — Applications are invited from candidates with expertise in teaching and learning from preschool to secondary school and related successful experience in Aboriginal communities and organizations. Preference will be given to Aboriginal candidates. The ability to speak a Native language is desirable.

Early Literacy/Language Arts — Preference will be given to candidates with expertise in the teaching and learning of reading, including readers-at-risk, from preschool to early adolescence. A record of/interest in working with teachers and schools on early literacy initiatives would be an asset.

Curriculum Development/Instructional Design — Successful candidates will develop learning opportunities with a focus on interdisciplinary and interdepartmental offerings (including life long learning). Preference will be given to candidates with expertise in distance learning and a successful background in field development, especially in leadership and international partnerships.

Arts Education — Preference will be given to candidates with research backgrounds in the areas of theatre, visual art and/or music education. A record of/interest in working with teachers and schools in arts education would be an asset.

Faculty of Engineering

The Faculty of Engineering has 28 full-time faculty members and offers programs in Chemical, Civil, Electrical, Mechanical and Software Engineering. At the Graduate level, the Faculty offers a Master of Science in Control Engineering. Minimum qualifications for candidates shall also include registration or willingness to register as a professional engineer in the Province of Ontario and a commitment to excellence in teaching and research.

Electrical Engineering — Applications are invited from outstanding teachers and researchers for a position in the broad area of communications engineering.

Software Engineering — All areas will be considered but the primary needs are in software-hardware codesign.

Civil-Structural Engineering — The successful applicant must have a doctoral degree in civil engineering with a strong background and demonstrated research interest in one or more of the following areas: analysis of structures, finite element methods, numerical analysis techniques and structural design.

Faculty of Science and Environment Studies

The Faculty of Science and Environmental Studies has 55 full-time faculty members and offers undergraduate programs in Anthropology, Biology, Chemistry, Computer Science, Environmental Studies, Geography, Geology, Mathematical Sciences and Physics. The Faculty offers Graduate degrees at the Master's level in the following programs: Biology, Chemistry, Geology, Mathematical Sciences and Physics.

Department of Chemistry — Applications are invited for two positions with expertise in any area of Chemistry; preference will be given, however, to candidates in the fields of organic chemistry, biochemistry, spectroscopy and analytical chemistry. Relevant post-doctoral or industrial experience is preferred. Responsibilities include the teaching of undergraduate and graduate level courses, along with the development of a vigorous, externally funded research program. Applicants should submit a detailed description of their research plans and a summary of equipment requirements (with estimated costs).

Department of Mathematics — Successful applicants should possess expertise in one of the following areas: Mathematics of Finance, Statistics, Probability, Number Theory, Algebra, Algebraic Geometry, Cryptography. Applicants should have a demonstrated commitment to excellence in teaching, as well as an active program of research with strong potential for external funding.

Faculty of Forestry and the Forest Environment

The Faculty offers the only Canadian Forestry Accreditation Board accredited forestry program in Ontario. Instruction centers on the Boreal, Great Lakes-St. Lawrence and Deciduous Forest regions and integrates field instruction with regular class room approaches. Programs delivered by the Faculty include: Bachelor of Environmental Studies (Forest Conservation), Honours Bachelor of Environmental Studies (Forest Conservation), Honours Bachelor of Science in Forestry (regular and co-op options), Master of Science in Forestry and a Master of Forestry.

Sustainable Forest Management — The successful applicant will be expected to teach and conduct research in the areas of forest landscape management using current modeling software to include management of forests, wildlife habitats and populations, recreational opportunities in sustainable environments to meet socio-economic objectives. Applicants should hold at least one degree in forestry and be qualified to become a registered professional forester. The candidate must also be able to interact with the forest industry, government and the general public. Professional experience is an asset.

Forest/Wood Pathology — The successful applicant should have a well-rounded background in the field of tree diseases in the Boreal and Great Lakes/St. Lawrence Forest Regions, and will be expected to teach and conduct research in the areas of nursery and tree diseases and their impacts, wood decay and urban forestry. Applicants should hold at least one degree in forestry.

Faculty of Professional Schools

The Faculty, comprised of the Departments of Kinesiology, Outdoor Recreation Parks & Tourism, Nursing, and Social Work, has 40 full-time faculty members and offers programs leading to undergraduate degrees at the Bachelor and Honours Bachelor levels. At the Graduate level, the Faculty offers a Master of Social Work and a Master of Science in Kinesiology.

School of Nursing — Applications are invited for a full-time tenure track appointment in either of the following areas: Mental Health or Northern/Rural Nursing. The School is currently developing a Masters program. The candidate will participate in the development and delivery of this program as well as teach in the undergraduate program. The ideal candidate will have a completed or nearly completed doctorate, hold at least one graduate degree in nursing, and be eligible for registration with the College of Nurses of Ontario. Candidates whose area of expertise is not in Mental Health or Northern/Rural Nursing, but who have a strong research and publication record are invited to apply.

School of Kinesiology — The School requires a faculty member who can provide interdisciplinary and specialized knowledge in the science of human movement. Expertise is required in one or more areas related to movement science and health over the lifespan. Candidates should have the ability to contribute to an interdisciplinary teaching and research program in Kinesiology, a strong publication record, and a commitment to excellence in teaching. The successful candidate will teach undergraduate and graduate courses in one or more of the following areas: nutrition, exercise physiology, and fitness and lifestyle. In addition, the candidate will supervise graduate students, develop a well defined program of research, secure external research funding, and contribute to the affairs of the school.

Faculty of Social Sciences and Humanities

The Faculty of Social Sciences and Humanities has 70 full-time faculty members and offers undergraduate programs in Economics, English, Gerontology, History, Indigenous Learning, Languages, Library and Information Studies, Music, Philosophy, Political Science, Psychology, Religious Studies, Sociology, Visual Arts and Women's Studies. At the Graduate level, the Faculty offers Master's degrees in Economics, English, History, Philosophy, Psychology (also offers a PhD), Sociology, and Collaborative programs in Gerontology and Women's Studies.

Department of Economics — Applicants should have expertise in applied micro-economics; however, strong candidates in other fields of expertise will also be considered. Applicants should have a demonstrated commitment to excellence in teaching, as well as an active program of research with strong potential for external funding.

Department of History — Applicants should have expertise in the history of continental Europe. A secondary field in another area of world history and/or an interest in teaching an upper-year core course in Historiography would be considered an asset. Applicants should have a demonstrated commitment to excellence in teaching, as well as an active program of research with strong potential for external funding.

Department of Psychology — Applicants should have expertise in one or more of the following areas in Psychology: Social, Developmental, Community/Rural, Clinical, Bio-psychology, or Neuropsychology. Applicants should have a demonstrated commitment to excellence in teaching, as well as an active program of research with strong potential for external funding.

Please note that all positions are subject to final budgetary approval. Applicants should submit a curriculum vitae, a statement of their teaching and research interests, re-prints and pre-prints of publications and the names and addresses of three referees to:

Dr. Mary Louise Hill, Vice-President (Academic) and Provost
Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1

Review of Applications will begin on December 15, 2001.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of History invites applications for a tenure-track appointment, effective 1 July 2002, at the level of Associate or Senior Assistant Professor in the social and cultural history of Asian Communities in North America. Applicants will be expected to teach at the undergraduate and graduate levels, and to be actively involved in research on one or more Asian community in North America. This position reflects the increasing importance of Asian communities in the social and cultural life of British Columbia. Applicants should have significant teaching experience, a strong record of publication in the relevant field and a willingness to work in collaborative and inter-disciplinary research. Applicants should send a current c.v. and covering letter and arrange for three letters of reference, all to be sent to Professor Diana Lary, Chair, Search Committee for the History of Asian Communities in Canada, History Department, University of British Columbia, Room 1297, 1873 East Mall, Vancouver, B.C. V6T 1Z1. The closing date for applications is 15 December 2001. The position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of History invites applications for three (3) tenure-track positions at the Assistant Professor level in: a) Warfare and the Twentieth Century United States (Position HIS-A) b) Modern Europe/European Community/International Relations (Position HIS-B) c) Atlantic Studies/National America (Position HIS-C). These positions are offered contingent on funding. Each applicant must have a PhD in History, university-level teaching experience in his or her subject area, and a strong record of scholarly publication. Successful candidates will be expected to teach in courses relating to their expertise. Candidates should send a letter of application, a curriculum vitae (including evidence of teaching performance), and three letters of reference to: Professor J.J.B. Forster, Chair, Department of History, The University of Western Ontario, Social Science Centre, room 4328, London, Ontario N6A 5C2; tel (519) 661-3647, fax (519) 661-3010. Please note the position number on your letter of application. The deadline for applications is 4 January 2002. Positions are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available for a candidate to teach in its Great Books core curriculum. Please see full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

HISTORY & PHILOSOPHY OF SCIENCE

THE UNIVERSITY OF GUELPH invites applications for a tenure track position in the History and Philosophy of Science at the rank of Assistant Professor, effective August 1, 2002 or negotiable. Strong academic credentials and the ability to teach a large first-year undergraduate History course in Science and Society are essential. The ability to teach in both History (60%) and Philosophy (40%) is required, and a completed PhD is desirable. The appointee will be expected to contribute to undergraduate teaching at all levels and to participate in one or preferably both of the Departments' graduate (M.A. and PhD) programs. The appointee will have demonstrated commitment to teaching and research excellence. An interest in new teaching technologies is desirable. The University of Guelph is a mid-sized, highly ranked comprehensive university located one hour's drive west of Toronto. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr. Peter Loptson, Chair of Selection Committee, Department of Philosophy, University of Guelph, Guelph, Ontario N1G 2W1 by December 15, 2001. (See www.uoguelph.ca/history and www.uoguelph.ca/philosophy). This appointment is subject to final budgetary approval. Canadian citizens and permanent residents will be considered first for this position. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

HISTORY OF MEDICINE

McGILL UNIVERSITY — The Department of Social Studies of Medicine seeks an assistant professor in the history of medicine (tenure track) in the nineteenth and twentieth centuries. The Department is an interdisciplinary unit within the Faculty of Medicine and includes historians, anthropologists and sociologists. It places strong emphasis on research and graduate supervision, but is also responsible for considerable teaching in the Faculties of Arts and Medicine. The successful candidate must have a PhD and publications (an MD would be an additional asset) and must be able to function in both the medical milieu and an interdisciplinary social science environment. We will consider all areas of research interest compatible with the core strengths of the Department in comparative medical systems and medical knowledge in the 20th century. Curriculum vitae and three letters of reference should be sent by December 31, 2001, to Faculty Search Committee, Department of Social Studies of Medicine, McGill University, 3655 Sir-William-Osler Street, Montreal, PQ, H3G 1Y6, Canada. As required by immigration law, this advertisement is directed in the first instance to citizens and permanent residents of Canada. McGill University is committed to equal opportunity in employment.

HUMAN KINETICS

THE UNIVERSITY OF BRITISH COLUMBIA — The School of Human Kinetics invites applications for full-time tenure-track appointments at the Assistant Professor level to fill two vacancies. The School requires faculty who can provide interdisciplinary and specialized knowledge in physical activity and human movement. Expertise is required in one or more areas related to social policy, special populations, exercise psychology, fitness, exercise science, and physical education as related to physical activity and health over the lifespan. The appointment will become effective July 01, 2002, and will be subject to final budgetary approval. The University offers competitive salaries, start-up costs, and housing assistance. The School of Human Kinetics is an interdisciplinary academic unit, with scholarly expertise in physical activity across the social and natural sciences. Faculty members in the School contribute significantly to the health and quality of life of diverse populations across a variety of settings. The School is committed to encouraging collaborative research and teaching with other members of the School as well as other university and extra-university units such as Rehabilitation Sciences, Counselling Psychology, Institute of Health Promotion, Sport Medicine, Zoology, Nutrition, Psychology, the Brain Research Centre, the Centre of Women Studies & Gender Relations, College of Health Disciplines, BC Centre of Excellence for Women's Health, and BC Women's & Children's Hospital. The School of Human Kinetics offers programs leading to BHK, MHK, MA, MSc and PhD degrees. Additional information related to the School is available at http://www.hkin.educ.ubc.ca. For both positions, it is expected that applicants will have a completed doctorate degree, the ability to contribute to an interdisciplinary teaching and research program in Human Kinetics, a strong publication record, and a commitment to excellence in teaching. The successful candidates will teach undergraduate and graduate courses in their areas of specialty, supervise graduate students, develop a well-defined program of research, secure external research funding, and contribute to the affairs of the School in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The closing date for applications is Jan 15, 2002. A letter of application, a curriculum vitae, contact information (email, addresses, phone) of three referees who have been asked to provide supporting letters for the application, together with a statement of research interests and copies of recently published articles (if available), should be sent to Dr. Peter Crocker, Director (pcrocker@interchange.ubc.ca), School of Human Kinetics, 210 War Memorial Gym, 6081 University Boulevard, Vancouver, B.C., V6T 1Z1.

INDUSTRIAL RELATIONS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Applications are invited for a tenure-track faculty position at the rank of assistant professor in the Industrial Relations area commencing 1 July 2002. The successful applicant will be expected to teach undergraduate and graduate courses and conduct research in the area of industrial relations. Applicants should have a PhD in industrial relations, or be near completion, and have demonstrated a commitment to teaching and research in a university environment. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, while the MBA program has approximately 220 students, mostly part-time. (For more information, visit our web site at www.mun.ca.) In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants are encouraged to email a copy of their curriculum vitae and the names of three referees to bblake@mun.ca and to send a hard copy to: Dr. Bill Blake, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X5, Canada. The provisional tenure-track position is dependent on funding. Applications will be accepted and considered until the position is filled. For further information telephone (709) 737-8851 or fax (709) 737-2467 or e-mail bblake@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

INFORMATION SYSTEMS

THE UNIVERSITY OF WESTERN ONTARIO — The Ivey Business School is seeking applicants for one faculty position beginning July 2002. This position is for a probationary tenure track position, tenured appointment or limited term position in Information Systems at the level of Assistant, Associate or Full Professor. Candidates applying for a probationary appointment must have a PhD or be close to completion. This is an outstanding opportunity to join a high-achieving MIS group at one of the best business schools in the world. Candidates should have a strong interest and demonstrated competence in research, teaching, and course development in the IS field. Research interests and experience should be in areas of clear relevance and importance to practicing managers. We are particularly interested in individuals who have developed a research track record and have demonstrated success in teaching, developing and leading executive education in IS. International experience and emphasis is also desirable. Rank and other terms of employment are flexible, and will depend on qualifications. Compensation is highly competitive with top tier North American schools. The Ivey School, located in London Ontario and in Hong Kong, is Canada's best business school, offering world-class business education. Programs are offered at all levels: a selective undergraduate program, a highly recognized MBA program, a very successful Executive MBA program, a well-established PhD program, plus a variety of non-degree executive education programs are also offered. The Ivey School's faculty are well known for their teaching effectiveness and for their managerially-focused research. PhD graduates in the IS area have won the ICIS International Dissertation Competition three times in recent years. The School is dedicated to the case method of learning, and is the second largest producer of teaching cases in the world. London is a city of 340,000 located in prosperous southwestern Ontario, equidistant from Toronto and Detroit. The University of Western Ontario, in London, is one of Canada's leading universities, with about 26,000 students, of which approximately 800 are students in the Ivey School. This position is subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for this position. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Interested applicants should send (electronically or on paper) a copy of their vita and a letter describing their background and interests by November 30, 2001. The review of applications will continue until the position(s) have been filled, but applicants are encouraged to apply as early as possible. Professor Debbie Compeau, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. Phone: (519) 661-4280, Fax: (519) 661-3485, email: dcompeau@ivey.uwo.ca, www.ivey.uwo.ca.

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Information Systems, commencing on or before September 1, 2002. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in the area of information systems. Applicants' research interests should be compatible with those of the present faculty, which range from information systems, to management of technology, to applied operations research. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@engmail.uwaterloo.ca, fax: 519-746-7252).

INFORMATION TECHNOLOGY

YORK UNIVERSITY (Glendon College) — Information Technology Program. The bilingual liberal arts faculty of York University, invites applications for one tenure-track position at the rank of Assistant or Associate Professor in the Information Technology program, housed in the Computer Science Department. This position is subject to budgetary approval by the University. Information Technology at York is a pan-university, multidisciplinary program which combines applied computer science with studies across a broad range of the liberal arts. Candidates should be bilingual in French and English and hold a PhD in Information Technology, Computer Science or a related discipline; those whose PhD is not in computer science must have a solid foundation in computer science or information technology. All applicants must have a demonstrated capacity for linking computer technology with one or more areas of the liberal arts. All fields are open, but we particularly encourage applicants in one or more of the following fields: multimedia, machine architecture, operating systems, networking and communication, information management in organizations, systems development, and human/computer interaction. Preference will be given to candidates with proven teaching experience, publications, and research related to information technology. Candidates will be expected to teach and do research in both French and English. Duties will include teaching at the undergraduate level with some possibility of graduate teaching, research, and administrative responsibilities. Salary is in accordance with the collective agreement and experience. Applications including curriculum vitae should be sent to Dr. I. R. Savary, Chair, Computer Science Department, Glendon College, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6. Date of appointment: July 1, 2002. Candidates should also arrange for three letters of reference to be sent directly to the Chair of the Department. At least one of the references should address teaching. A review of applications will begin on December 10, 2001 and continue until the position is filled. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Computer Science Department welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

KINESIOLOGY

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in cultural representations of the health, illness, and the body, broadly conceived. Areas of research specialization are open, but might include health-related discourses in the media, the arts, and popular culture, modes of embodiment; issues of health and social diversity, (i.e., gender, class, sexuality, ethnicity), the reproduction of disability and disability; therapeutic practices and rituals; cultural activism and rhetorics of resistance, idioms of trauma, distress and suffering; illness narratives, risk society, and health-ism. The successful candidate will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications

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The University of Western Ontario

Western

Assistant/Associate Professor Epidemiology & Biostatistics/ Political Science

The Departments of Epidemiology & Biostatistics and Political Science invite applications for a full-time probationary (tenure-track) faculty appointment at the rank of Assistant or Associate Professor. This position is a joint appointment between the Faculty of Medicine and Dentistry and The Faculty of Social Science.

Applicants should have a PhD in political science, public administration, public health or health administration and have some experience as a manager or policy analyst in the health-care field. They should show evidence of strong research potential and excellence in teaching. Applicants will be expected to be able to teach graduate courses relating to health policy and administration and program evaluation and undergraduate courses in either health policy or public administration. They should be capable of supervising masters- and doctoral-level students in both departments and of researching health-policy formation, or evaluation, especially within Canada, at the national, regional, and local levels.

Interested candidates should send a curriculum vitae and the names and addresses of three referees to:

Dr. A. Donner, Chair
Department of Epidemiology & Biostatistics
The University of Western Ontario
Kresge Building
London, ON N6A 5C2

The closing date for applications is **March 1, 2002**

Position subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position.

University of Alberta
Edmonton

Dean, Faculty of Law

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Law. The Dean of the Faculty of Law also holds the title of Wilbur Fee Bowker Professor of Law.

The University of Alberta has a driving vision, shared by the Faculty of Law: to be indisputably recognized, nationally and internationally, as one of Canada's finest universities and among a handful of the world's best.

The Faculty of Law's the oldest law faculty in Western Canada, having been founded in 1912. It is proud of its tradition of excellence, the distinction of its academic program and the success and contributions of its graduates. The Faculty is one of Canada's finest law schools and is dedicated to forging an international reputation for research and teaching excellence. The Faculty is in a renewal and growth phase. The Faculty is closely affiliated with outstanding and energetic Institutes and Centres: the Health Law Institute; the Alberta Law Reform Institute; the International Ombudsman Institute; the Canadian Forum for Civil Justice and the Centre for Constitutional Studies. The Faculty has an active Indigenous Law Program.

The Faculty of Law offers programs leading to the degrees of Bachelor of Laws (LLB) and Master of Laws (LLM), in addition to a combined Master of Business Administration Bachelor of Laws degree (MBA/LLB).

The Dean is the Senior Officer of the Faculty and also a Senior Administrative Officer of the University of Alberta. The Dean provides leadership to the Faculty and support to others who lead centres, programs and institutes within the Faculty. This involves the creation, development and maintenance of an environment in which the mission and vision of the University are supported at the Faculty level. The Dean is also responsible for conveying the vision and mandate of the Faculty to the University community, the legal community and to the community at large.

The Dean reports to the Provost and Vice-President (Academic) of the University of Alberta and is responsible for the supervision and administration of the academic program, budget and all activities of the Faculty. Candidates should have a demonstrated capacity for collegial leadership, strong academic record, proven administrative ability and must be committed to excellence in teaching, research and service. The Dean must also be capable of developing a warm relationship with alumni of the Faculty.

The appointment will take effect July 1, 2002 or as soon thereafter as possible.

Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees should be submitted by December 1, 2001 to:

Dr DR Owram
Provost and Vice-President Academic
2-10 University Hall
University of Alberta
Edmonton, Alberta T6G 2J9
E-mail: provost@ualberta.ca

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4 McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in the politics of health. Areas of research specialization for this position might include: the political economy of health, illness and health care, social inequality and health, the politics of developing, implementing and/or contesting public policy; community activism and social movements concerning health, the role of governments in health and health care, the role of ideology, interests, and values in the politics of health; citizenship and health consumerism, legal and political discourses, human rights and social justice, and the policing of illness and disease. The successful candidates will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4 McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

McMASTER UNIVERSITY — The Department of Kinesiology invites applications for a tenure-track appointment at the level of Assistant Professor in the area of Motor Learning/Motor Control. This position would be of interest to those with training in Kinesiology, Psychology, or other related disciplines. The successful candidate will be expected to attract research funds and carry out an independent research programme leading to peer-reviewed publications. A PhD and demonstrated excellence in teaching and research are required. Responsibilities will include undergraduate and graduate teaching and supervision of graduate students. Teaching undergraduate motor learning/motor control will be required and ability to teach in one or more of the following areas is viewed as an asset: special populations, statistics/research design, ergonomics, dynamical systems, lifespan motor development. Skill in inquiry based/experiential teaching is viewed as an asset. The Department of Kinesiology has 20 full-time faculty, over 700 undergraduate students and 30 graduate students. We currently offer a Bachelor of Kinesiology, a B.Sc. in Kinesiology, and a M.Sc. and PhD in Human Biodynamics. The Department has a research intensive focus and opportunities exist for both individual and collaborative research. The starting date for the appointment is July 1, 2002. Applications, including curriculum vitae and letter from three academic referees should be submitted by December 15, 2001 to Professor Nick Cipriano, Acting Chair, Department of Kinesiology, McMaster University, Hamilton, Ontario, L8S 4K1; e-mail: cipriano@mcmaster.ca; telephone (905) 525-9140, ext. 27945; Fax (905) 523-6011. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women

KINESIOLOGY & HEALTH SCIENCE

YORK UNIVERSITY — The School of Kinesiology and Health Science faculty of Arts invites applications for a tenure-track appointment at the Assistant Professor level for an Epidemiologist of Physical Activity, Fitness and Health for a starting date of July 1, 2002. We are seeking someone with expertise in physical activity and fitness in one of the following areas: pediatric epidemiology, chronic disease epidemiology, biostatistics/epidemiology study design, gerontological epidemiology or sport/occupational injury epidemiology. A PhD is required and postdoctoral experience would be an asset. Duties will include undergraduate teaching, and teaching and supervision in the Graduate Program in Kinesiology and Health Science (M.A., M.Sc. and Ph.D). High priority will be given to a promising publication record in refereed journals and the ability to develop a productive research program supported by external funding. Applicants should send a curriculum vitae, a covering letter stating future research goals, 3 relevant reprints and the names, addresses and e-mail addresses of 3 individuals who may act as references by January 15, 2002, to: Dr. Peter Katzmarzyk, School of Kinesiology and Health Science, Bethune College, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3 (e-mail: katzmarz@yorku.ca). This position is subject to budgetary approval. Further information about the School can be obtained at www.yorku.ca/kahs/. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The School of Kinesiology and Health Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's web site at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713. Canadian Citizens and permanent residents will be considered first for this position

KOREAN LITERATURE

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Asian Studies is accepting applications for the Young Bin Min Chair in Korean Literature and Literary Translation, a full-time tenurable position of open rank in the field of Korean literature and literary translation (Korean-to-English), commencing July 1, 2002. The position is subject to final budgetary approval. Candidates should hold a doctorate in Korean literature and demonstrate an excellent publication record in this area and in the field of Korean-to-English literary translation. Training in a second East Asian language and/or literary tradition is a definite advantage. Applicants will be expected to teach undergraduate courses in Korean literature in translation, reading Korean literature in the original, and graduate seminars in Korean-to-English literary translation. They will also be expected to contribute to our course Asian Studies 350 (Asian Literature in Translation: A Comparative Approach). Send application letter, curriculum vitae, and names and addresses (with e-mail) of at least four referees to Dr. Joshua Mostow, Head, Department of Asian Studies, University of British Columbia, Vancouver, British Columbia, Canada V6T 1Z2 or fax to: 604-822-8937. The deadline for receipt of applications is January 4, 2002. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

LABOUR STUDIES

McMASTER UNIVERSITY — A tenure track joint appointment will be made in Labour Studies and another department related to the Candidate's area of interest, by McMaster University at the Assistant Professor level commencing July 1, 2002. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Geography, Political Science, Social Work and Sociology. This appointment is made possible by the recent designation of Work and Society as a strategic area by the University. This is an interdisciplinary subject area that focuses on all forms of work (paid and unpaid) and links the work experience with gender and race relations, state regulation, aging, family life and the community. This initiative has resulted in the launching of an interdisciplinary M.A. in Work and Society, and the establishment of new educational links with labour and community groups. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students, and building links with community and labour groups. The successful candidate will be expected to attract research funds and carry out an independent research programme leading to peer-reviewed publications. Candidates should have an interdisciplinary approach to studies in work issues, labour and society and must have a PhD in a relevant discipline. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Work and Society's focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with the Labour Studies Programme's longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies and the Work and Society strategic area can be found on the Labour Studies Home Page at www.socsci.mcmaster.ca/~labrst/. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario L8S 4M4. The application deadline is January 2, 2002. Canadian Citizens and Permanent Residents will be considered first for this position.

LAW

THE UNIVERSITY OF MANITOBA — Faculty of Law invites applications for a tenure-track appointment at the rank of Assistant Professor, to begin July 1st, 2002. The Faculty is seeking candidates who will enrich teaching and research and contribute actively to the life of the academic community at the University of Manitoba and beyond. While the selection committee is most anxious to hear from candidates with an interest in commercial and corporate law, it will have regard to each candidate's scholarly record, as well as demonstrated potential for teaching and research. The Faculty is seeking academic excellence in research and teaching and will consider all applications. Applicants must have completed graduate studies in law by the time of their appointment. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants may also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is December 1st, 2001. Any appointments are subject to final budgetary approval. Applications and letters of reference should be sent to: Dean Harvey Secter, Faculty of Law, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Canada, Telephone (204) 474-9282, Fax (204) 474-7580

THE UNIVERSITY OF NEW BRUNSWICK — The Faculty of Law invites applications for up to three tenure track or contract positions at the Assistant or Associate level. The appointments, which are subject to budgetary approval, take effect on 1 July 2002. Applications will be assessed beginning 30 November 2001 although later applications may be considered. The Faculty is willing to consider an appointment in any field of expertise, and welcomes applications from scholars of diverse theoretical perspective. The Faculty has a particular interest in candidates with scholarly and teaching interests in the following fields of law: civil procedure, corporate/commercial, constitutional, environmental, taxation and trusts/estates. There may be an opportunity to teach in French. UNB's Faculty of Law is an energetic, close-knit learning community (230 students/20 full-time instructors) offering a well-reputed LL.B degree in an intimate Maritime setting. The Hon. G.V. La Forest is distinguished scholar in residence. Founded in 1892, the Faculty is home to the Canadian Bar Review/Revue du barreau Canadien, the UNB Law Journal/Revue de droit de l'U.N.-B. and a Centre for Property Studies. The Fredericton campus offers extensive opportunities for cross-disciplinary collaboration, including the NRC Institute for Information Technology, Muriel McQueen Fergusson Centre for Family Violence Research, Atlantic Human Rights Centre and Centre for Conflict Studies. Candidates will have or will be completing graduate degree(s). They will have a vocation to teaching and a coherent research agenda. Send full curriculum vitae, transcripts of legal and post-graduate study, representative samples of research activity, statement of teaching and research interests, and names, postal and email addresses and telephone numbers of three referees to B.D. Bruce QC, Acting Dean, Faculty of Law, University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3; telephone:(506) 453-4627; fax:(506) 453-4604; e-mail: bbruce@unb.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity

THE UNIVERSITY OF SASKATCHEWAN — The Centre for Studies in Agriculture, Law and Environment (CSALE) invites applications for a full-time position as Associate Director (Law). The term of the position is five years, commencing July 1, 2002 unless an earlier appointment is possible. The successful candidate will have an LL.M. or equivalent graduate qualification, and will have experience in an interdisciplinary research environment. The incumbent is expected to participate in the planning and implementation of interdisciplinary projects, to supervise undergraduate and graduate students from a variety of disciplinary backgrounds, and to obtain funding to support research in areas of priority for CSALE. The successful candidate will also hold an academic appointment at the Assistant or Associate Professor level ($45,000 to $75,000), in the College of Law, and will be expected to teach one course per term in the College. Some start-up funding for research is available in conjunction with the position. Through an integration of science, law and economics, the Centre undertakes research, provides education and develops policy options to enhance the environmental sustainability and economic viability of prairie and other agroecosystems. More information about CSALE is available at http://www.ag.usask.ca/centres/csale. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. The search committee will begin considering applications as of November 30, 2001. Applications should be in writing and include a curriculum vitae and the names of three references. Inquiries and applications should be directed to: Dean Beth Bilson, College of Law, 15 Campus Drive, Saskatoon, Saskatchewan, S7N 5A6, tel: (306) 966-5910; fax: (306) 966-5900, e-mail: beth.bilson@usask.ca

THE UNIVERSITY OF WINDSOR invites applications for the Paul Martin Professorship in International Affairs and Law commencing July 1, 2002. Subject to budgetary approval. For detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: December 14/01. Contact: Prof. Bruce Elman, Dean, Faculty of Law, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2930; Fax: 519 973 7064; Email: belman@uwindsor.ca.

THE UNIVERSITY OF VICTORIA — The Faculty of Law invites applications for a full-time, tenure-track position, commencing July 1, 2002. Appointment will likely be at the Assistant Professor level but, exceptionally, may be made at the Associate Professor level. The Faculty is seeking candidates with interests in fields related to commerce such as real estate, debtor and creditor, business associations, competition law, international business transactions, secured transactions and contracts. The successful applicant will have an LL.B., and an LL.M. or other relevant graduate degree and a strong potential for excellence in teaching and research. She or he will also share the Faculty of Law's commitment to innovation in teaching and programme development and to a collegial and involved community. Applications accompanied by a curriculum vitae, copies of transcripts, and the names of three academic references, should be received by November 30, 2001. Please direct applications to Professor Mark Gillen, Chair of the Appointments Advisory Committee, Faculty of Law, University of Victoria, PO Box 2400 STN CSC, Victoria, BC, V8W 3H7. Fax 250-721-8146. Information about the Faculty of Law can be found at http://www.law.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, gay men, lesbians, bisexual persons and transgendered persons. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made

THE UNIVERSITY OF VICTORIA — The Faculty of Law invites applications for a full-time, tenure-track position, commencing July 1, 2002. Appointment will be at the Assistant Professor level. The Faculty is interested in applicants with teaching and research interests in any field of law and would particularly like to hear from individuals with teaching and research interests in administrative law and related areas of public law. The successful applicant will have an LL.B and an LL.M. or other relevant graduate degree and a strong potential for excellence in teaching and research. She or he will also share the Faculty of Law's commitment to innovation in teaching and programme development, involvement in the first-year program, and to a collegial and involved community. Applications, accompanied by a curriculum vitae, copies of transcripts, and the names of three academic references, should be received by November 30, 2001. Please direct applications to Professor Mark Gillen, Chair of the Appointments Advisory Committee, Faculty of Law, University of Victoria, PO Box 2400 STN CSC, Victoria, B.C., V8W 3H7. Fax: (250) 721-8146. Information about the Faculty of Law can be found at http://www.law.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, gay men, lesbians, bisexual persons and transgendered persons. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made

LIBRARIAN

THE CANADIAN MEMORIAL CHIROPRACTIC COLLEGE — C.C. Clemmer Health Sciences Library invites applications for a Reference Librarian to join the library team in delivering information, research and instructional services to all levels of users including faculty, students, staff, chiropractors and general public. Reporting to the Director, Library Services, the incumbent is responsible for developing and delivering training on use of various databases and effective utilization of library services, including creation of user aids, bibliographies, pathfinders and manuals, conducting research and literature search, collection development of reference materials, development and implementation of innovative electronic reference services, conducting tours and workshops, assisting in circulation desk, serving on college committees and submitting reports and statistics to the director. Applicants must have ALA credited MLS with excellent communication and interpersonal skills evidenced through 3–5 years of experience in health sciences environment, knowledge of information technology skills and demonstrated experience in database searches and bibliographic instructions. Please submit a letter of application and curriculum vitae including salary expectation by November 15, to Afifah Mallik, Human Resources Administrator by fax or e-mail at 416-482-4816 or hradmin@cmcc.ca.

LINGUISTICS

THE UNIVERSITY OF OTTAWA — The Department of Linguistics invites applications for a Tenure track position in semantics at the Assistant Professor — possibly Associate Professor — level, commencing July 1, 2002. Applicants should have a PhD in linguistics or related discipline with evidence of strong research potential. Candidates should be familiar with recent developments in formal semantic theory and show a commitment to additional areas of linguistics. Expertise in computational linguistics would be an asset. The candidate will be expected to teach courses and supervise students in both English and French at the undergraduate and graduate levels. Applicants should submit a c.v. and arrange for three (3) letters of recommendation to be sent to Dr. André Lapierre, Chair, Department of Linguistics, University of Ottawa, P.O. Box 450, Station A, Ottawa, ON K1N 6N5 before December 1, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equity is a University policy.

Schulich School of Business, York University, www.schulich.yorku.ca

The Henry J. Knowles Chair in Technology and Innovation

The Schulich School of Business at York University in Toronto, Canada, invites applications for the Henry J. Knowles Chair in Technology and Innovation. Effective date of appointment is July 1, 2002.

The Schulich School of Business is seeking an outstanding researcher and teacher, knowledgeable in the design, adoption and implementation of new technology in organizations. Potential areas of research include implementation of knowledge networks, electronic markets and e-commerce. The applicant's track record should demonstrate an applied as well as a theoretical understanding of technological innovation. The candidate should understand the cross-disciplinary nature of the subject: information technology, operations management, business strategy, organizational behavior and marketing.

The successful applicant would be expected to teach in both the undergraduate and graduate business programs, and act as a supervisor and advisor to doctoral students. It is expected that the successful applicant will be currently at the senior associate or full professor level.

York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Management Science Department welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/, or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

Please send curriculum vitae to:

Wade D. Cook
Professor of Management Science & Chair, Search Committee
Schulich School of Business, York University
4700 Keele Street
Toronto Ontario, M3J 1P3, Canada
416-736-2100 x 33573
wcook@schulich.yorku.ca

UNIVERSITY OF REGINA

FACULTY OF EDUCATION
TENURE TRACK POSITIONS

The Faculty of Education at the University of Regina is a dynamic community of educators with a commitment to excellence in undergraduate teacher education, graduate studies and scholarly research. The Faculty encourages and supports: the integration of theory and practice; cross-cultural knowledge and experience; use of instructional technologies; collaboration; balance within commitments to teaching, research, field experience supervision, and professional development.

Applications are invited for the following tenure track positions:

- Educational Psychology — Special Education
- Educational Psychology — Human Development
- Education Professional Studies/Cultural Studies

Preference will be given to applicants with: teaching experience and a current teaching certificate; a completed, or nearly completed PhD or Ed.D. Will include teaching at the undergraduate level; graduate studies teaching and thesis supervision, and field experience supervision. The successful candidates will have an interest in, and a commitment to, scholarly research, and should describe their current interests and projects.

Salary: Assistant Professor range $44,419–$61,951

For further information and details with respect to each of the positions, please visit our web site at http://education.uregina.ca/employment or contact Carolyn Montgomery at (306) 585-4500 or fax (306) 585-5330.

Applicants should send a current curriculum vitae, photocopies of transcripts and the names of three referees by **November 30, 2001** to: **Dean Margaret McKinnon, Faculty of Education, University of Regina, Regina, SK, S4S 0A2.**

Appointments will be made subject to budgetary clearance.

In accordance with Canadian immigration requirements this advertisement is directed in the first instance toward Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity.

LINGUISTIQUE

L'UNIVERSITE D'OTTAWA — Le département de linguistique annonce un poste de professeur(e) adjoint(e) — éventuellement de professeur(e) agrégé(e) — en sémantique, menant à la permanence, débutant le 1er juillet 2002. Les candidats doivent détenir un doctorat en linguistique ou dans une discipline connexe et avoir démontré un fort potentiel de recherche. Une connaissance des développements récents en théorie de sémantique formelle est exigée ainsi qu'un intérêt confirmé pour d'autres domaines de la linguistique. Une expertise en linguistique computationnelle serait un atout. Le (la) candidat(e) devra pouvoir enseigner et encadrer les étudiant(e)s en anglais et en français au niveau du baccalauréat et des études supérieures. Prière de soumettre un cv et de faire parvenir trois (3) lettres de recommandation à: M. André Lapierre, directeur, Département de linguistique, Université d'Ottawa, C.P. 450, Succursale A, Ottawa, ON K1N 6N5 avant le 1er décembre 2001. Conformément aux exigences prescrites par l'immigration au Canada, ce poste est offert aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université a une politique d'équité en matière d'emploi.

MANAGEMENT

THE UNIVERSITY OF TORONTO — The Joseph L. Rotman School of Management and The University Health Network are searching for an outstanding academic to inaugurate the Sonda Rotman Chair of Health Sector Strategy. The successful candidate will have the ability to integrate business, health and public policy principles and perspectives, and be comfortable within both the health care and planning/management sectors. The leader will collaborate with expertise available at the University of Toronto's School of Management, the Faculty of Medicine, and other faculties to establish a unique, world recognized Centre for Health Sector Strategy. Applicants must provide evidence of research excellence and teaching effectiveness and be capable of providing leadership in these areas in this exciting cross-disciplinary venture. The successful candidate would assume the work of full professor at both the Joseph L. Rotman School of Management and the Faculty of Medicine. This is an excellent opportunity to create a pivotal leadership role for a key segment of the Canadian economy: one that is extremely important to the quality of life of Canadians. Founded in 1827, the University of Toronto is Canada's premiere research institution with some $1 billion in both revenue and construction projects, and will be the largest university in Canada and the United States based on planned enrolment. The Joseph L. Rotman School of Management is considered amongst the top tier of business schools worldwide offering a variety of undergraduate and graduate degree programs tailored to the current needs of businesses and individual managers. The School has developed a new model of business education for the 21st century, which teaches students to consider how the functional disciplines interrelate when applied to real-world business challenges. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Candidates should signify their interest by e-mailing a two-page resume to Alan R. Hudson, Chair, Search Committee, c/o spragge@rotman.utoronto.ca

THE UNIVERSITY OF TORONTO — Joseph L. Rotman School of Management. Applications are invited from candidates with qualifications for positions in (1) Accounting (Assistant/Associate Professor, tenure-track or with tenure) (one position); (2) Finance (Assistant/Associate/Full Professor with tenure (three positions), (3) Marketing (Assistant/Associate Professor, tenure-track or with tenure (one position), (4) Organizational Behaviour (Associate/Full Professor with tenure (one position); (5) Strategic Management (Rank open, tenure-track or with tenure) (one position), (6) Business Economics (Assistant/Associate Professor, tenure-track or with tenure) (one position), (7) Operations Management (Assistant/Associate Professor, tenure-track or with tenure) (one position) beginning July 1, 2002. PhD or DBA degree (completed or near completion) is expected, preferably with excellent teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary commensurate with qualifications, teaching and practical experience. The positions are subject to budgetary approval. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Please send by December 21, 2001, a letter of application with a curriculum vitae and the names of three references to Dr. Peter Pauly, Associate Dean, Research & Academic Resources, Joseph L. Rotman School of Management, University of Toronto, 105 St. George Street, Toronto, Ontario, Canada, M5S 3E6, fax (416) 978-5813, e-mail: pauly@fmgmi mgmt utoronto.ca

MANAGEMENT INFORMATION SYSTEMS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Applications are invited for a tenure-track faculty position at the rank of assistant professor in the Management Information Systems area commencing July 2002. The successful applicant is expected to teach undergraduate and graduate courses and conduct research in the areas of management information systems or strategic information systems. Applicants should have a PhD in MIS, or be near completion, and have a demonstrated commitment to teaching and research in a university environment. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, while the MBA program has approximately 200 students, mostly part-time. For more information, visit our web site at www.mun.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants are encouraged to email a copy of their curriculum vitae and the names of three referees to bblake@mun.ca and to send a hard copy to: Dr. Bill Blake, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X5, Canada. This previously advertised position is dependent on funding. Applications will be accepted and considered until the position is filled. For further information telephone (709) 737-8851 or fax (709) 737-2467 or e-mail bblake@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

MANAGEMENT OF TECHNOLOGY

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Management of Technology, commencing between May 1 and September 1, 2002. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in engineering management, technology and innovation management, or economics of technological change. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@engmail.uwaterloo.ca , fax: 519-746-7252)

MARKETING

THE UNIVERSITY OF ALBERTA — The School of Business invites applications for a full-time, tenure track position at the assistant or associate level in marketing. The position is subject to funding. The University of Alberta is one of the leading research universities in Canada. Candidates should have a strong commitment to excellence in research and teaching. The successful candidate will have an opportunity to teach both undergraduate and MBA courses. Salary is competitive with other business schools in Canada. The competition remains open until the position is filled. Applicants should have a PhD in marketing or a closely related field. Applications should be forwarded to: Dr. Richard D. Johnson, Chair, Department of Marketing, Business Economics and Law, University of Alberta School of Business, Edmonton, Alberta, T6G 2R6. Tel: (780) 492-5345, Fax: (780) 492-3325, E-mail: ric.johnson@ualberta.ca. Visit our website at: www.bus.ualberta.ca/mbel. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MATHEMATICS

THE UNIVERSITY OF NEW BRUNSWICK (Saint John) — The Department of Mathematical Sciences, invites applications for one tenure-track position beginning July 1, 2002 at the rank of Assistant Professor (an appointment at a higher rank may be made for an exceptional applicant). The position is subject to final budgetary approval. Applicants should hold a PhD and have research interests in an area of modern applied mathematics (eg. BioMathematics, Mathematical Modelling, Financial Mathematics, Operations Research). Teaching duties include core undergraduate courses in an area of specialty. The Department offers Mathematics majors though BSc, BA and BSc/DA degree programs and a BSc degree with joint mathematics-economics major. The Department is particularly interested in further developing its offerings in Financial Mathematics and Operations Research. Members of the Department are eligible to join the Graduate Academic Unit, which offers M.Sc. and PhD programs in Mathematics. Applicants should send a current curriculum vitae, including a list of publications, statement of research and teaching interests, and the names and addresses (including e-mail address and telephone number) of three referees to Dr. Keith De Bell, Dean of Science, Applied Science and Engineering, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick E2L 4L5, Fax (506) 648-5650, E-mail: sci-eng@unbsj.ca. Review of applications will begin January 15, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

YORK UNIVERSITY — Atkinson Faculty of Liberal and Professional Studies, School of Analytic Studies and Information Technology (SASIT), Mathematics Program. Applications are invited for a contractual limited position at the assistant professor level in mathematics or statistics starting July 1, 2002, subject to budgetary approval. Candidates should have a PhD in mathematics or statistics, have experience in teaching mathematics or statistics courses. Duties for this position include teaching a broad range of courses in the Mathematics Program, research, and committee service. Salary will be commensurate with qualifications and experience. Applications should include a letter of application indicating citizenship/resident status, a curriculum vitae and recent research papers, a statement of teaching and research interests, and any other supporting teaching and research documentation. Applicants should arrange for 3 letters of reference to be forwarded directly by referees. All application correspondence should be sent to: Professor Augustine Wong, Director of Mathematics Program, SASIT, Atkinson Bldg, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. The deadline for applications is January 31, 2002. For many years, York University has had a policy of employment equity including affirmative action for women faculty and Ilbinians. recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. persons who are members of one or more of those three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action only if they self identify. For further information in this regard please contact the university's affirmative action office at (416) 736-5713. Canadian citizens and permanent residence will be considered first for this position.

THE UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department is seeking candidates for at least one tenure-track Assistant Professorship, subject to funding, with a starting date of 1 July 2002. Exceptional candidates at the Associate Professor or Professor level may be considered. Applicants must have a superb research record in one of the following areas: Financial Mathematics, Mathematical Biology, Partial Differential Equations, Scientific Computing or Industrial/Applied Mathematics. The successful applicant is expected to interact with related groups in the Mathematics Department and have demonstrated interest and ability in teaching. The salary will be commensurate with experience and research record. Applicants should send a current cv including a list of publications, statement of research and teaching interests and a list of four referees to Professor George Bluman, Head, Department of Mathematics, University of British Columbia, #121-1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. Applications must be received before November 26, 2001. The University of British Columbia hires on the basis of merit. We are committed to employment equity. We encourage all qualified persons to apply. Canadian citizens and permanent residence will be considered first for this position.

THE UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department is seeking candidates for at least one tenure-track Assistant Professorship, subject to funding, with a starting date of 1 July 2002. Exceptional candidates at the Associate Professor or Professor level may be considered. Applicants must have a superb research record in one of the following areas: Differential Geometry, Discrete Mathematics, Probability or Topology. The successful applicant is expected to interact with related groups in the Mathematics Department and have demonstrated interest and ability in teaching. The salary will be commensurate with experience and research record. Applicants should send a current cv including a list of publications, statement of research and teaching interests and a list of four referees to Professor George Bluman, Head, Department of Mathematics, University of British Columbia, #121-1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. Assistant Professorship candidates should arrange for three letters of recommendation to be sent directly to the same address. Applications must be received before November 27, 2001. Canadian citizens and permanent residents will be considered first for this position. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

THE UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department is seeking candidates for at least one tenure-track Assistant Professorship, subject to funding, with a starting date of 1 July 2002. Exceptional candidates at the Associate Professor or Professor level may be considered. Applicants must have a superb research record in one of the following areas: Differential Geometry, Discrete Mathematics, Probability or Topology. The successful applicant is expected to interact with related groups in the Mathematics Department and have demonstrated interest and ability in teaching. The salary will be commensurate with experience and research record. Applicants should send a current cv including a list of publications, statement of research and teaching interests, and letters of reference from three referees (one of whom should be the candidate's doctoral or postdoctoral supervisor and one of whom may be the applicant's research collaborator) to Professor George Bluman, Head, Department of Mathematics, University of British Columbia, #121-1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. Applications must be received before November 16, 2001. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canadian citizens and permanent residence will be considered first for this position.

THE UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department is seeking outstanding candidates for a Tier II Canada Research Chair in the area of Mathematical Biology, with a starting date of 1 July 2002 or 1 July 2003. Candidates with expertise in genomics or proteomics, biomedical modelling, and/or mathematical physiology or cell/molecular biology modelling are particularly encouraged to apply, but applications in any areas of Mathematical Biology will be considered. Details about the federal government's CRC programme, including the Chair selection criteria, can be found at http://www.chairs.gc.ca. The appointment will be at the level of Assistant or Associate Professor. The successful applicant will have a superb research record, will be expected to interact with the Mathematical Biology group at UBC, and will have demonstrated interest and ability in teaching. Applicants should send a current cv including a list of publications, statement of research and teaching interests, and letters of reference from three referees (one of whom should be the candidate's doctoral or postdoctoral supervisor and one of whom may be the applicant's research collaborator) to Professor George Bluman, Head, Department of Mathematics, University of British Columbia, #121-1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. Applications must be received before November 16, 2001. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

SIMON FRASER UNIVERSITY — The Department of Mathematics has two positions in mathematics to be filled over the next two years. One position will start September 1, 2002, the second a year later. Applicants will be expected to have completed a PhD degree at the time of appointment and to have demonstrated a strong teaching and research potential. The appointments will be made at the level of Assistant Professor. The department seeks to enhance its current strengths in combinatorics, computer algebra, modern analysis and number theory. The first hiring priority is combinatorial optimization. The second priority is a candidate with expertise in algebra or algebraic geometry. Candidates who can support the department's strengths will be preferred. Exceptional applicants in all areas of pure mathematics will be considered. Applications, including a curriculum vitae and descriptive statements on research plans and teaching activities, should be sent by 10 January, 2002 to Search Committee, Department of Mathematics, Simon Fraser University, Burnaby, BC V5A 1S6, Canada, e-mail: mcs@sfu.ca. Please arrange for letters of reference to be sent, in confidence, from three referees. We thank all applicants in advance; only those short-listed will be contacted. Further information on the department and the university can be found on the http://www.mathsfu.ca/mast.home.html. These positions are subject to final budgetary approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Faculty of Social Work **University of Toronto**

Tenure Track Faculty Positions

The Faculty of Social Work at the University of Toronto invites applications for two tenure-track positions. One position will be at the rank of assistant professor and the incumbent will act as the Academic Co-ordinator of our new part-time MSW Program. The other position will be at the rank of assistant or associate professor and will be filled by a scholar who has the capacity both to conduct high quality research and to teach across a number of curriculum areas.

The Faculty of Social Work is proud of its mission to promote social justice and equity through interdisciplinary knowledge building and education for practice in social work and social welfare. The Faculty pursues excellence in the development and testing of new knowledge that will have an impact on social policy and social work practice at all levels, and in social work education that prepares graduates for ethical, competent, innovative and effective professional social work practice with all groups in society. We are committed to enhancing the diversity of our faculty complement.

The candidate chosen to be the Academic Co-ordinator of the Part-time MSW Program will have overall responsibility for this program. These activities include working with administrative staff to recruit students, monitor program implementation, teach courses in the program, and make recommendations for further changes in the program. Teaching load will be reduced in recognition of administrative responsibilities but pursuit of a program of research is expected.

Candidates for these new positions should have a doctorate, preferably in social work. Preference will be given to candidates who have expertise in one or more of the following areas: cultural competency, diversity, oppression, disabilities, Aboriginal issues, poverty, health, francophone issues, addictions, group work, advanced clinical practice, qualitative research, statistical analysis, social work practice with families, family mediation, and juvenile justice. We are looking for faculty with experience in social work practice; a record of research and scholarship; a clearly articulated program of research; teaching experience in social work with the ability to teach a variety of courses in the masters program; potential to contribute to the doctoral program, and ability to work collaboratively with a wide range of community and academic professionals.

Applicants are invited to submit their curriculum vitae, three letters of reference, two samples of published work, and a letter stating teaching, research, and professional expertise relevant to the positions to:

Dr. Wes Shera, Dean
Faculty of Social Work, University of Toronto
246 Bloor Street West, Toronto, Ontario, M5S 1A1

Detailed review of applications will commence **January 7, 2002**, but will be accepted until the position is filled. For more information about the Faculty of Social Work, U of T, please visit our web site at http://www.utoronto.ca/facsocwk.

In accordance with its Employment Equity Policy, the University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. This is an international search but in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for these positions.

The UPEI Chair in Respiratory Research

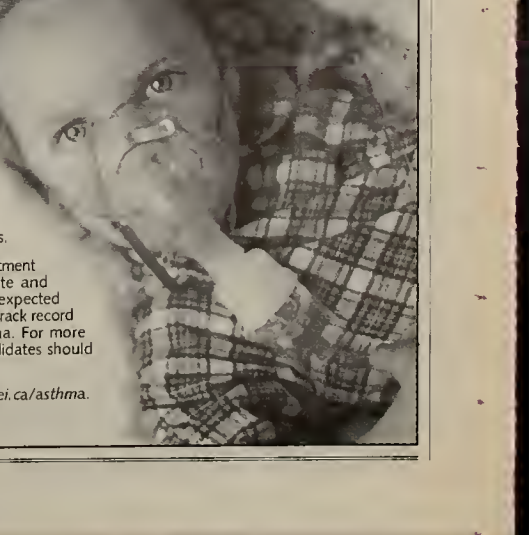
The University of Prince Edward Island is seeking candidates for the newly established Chair in Respiratory Research. PEI has one of the highest asthma rates in Canada and research into asthma is a top intersectorial research priority on PEI. Therefore, while the holder of this endowed Chair may be from any health research discipline, asthma must be part of her/his research focus.

The Chair will be part of the Prince Edward Island Health Research Institute at UPEI, that includes basic, clinical, health services, population and sociobehavioural researchers from the University, government, clinical, and voluntary sectors. The Chair holder is expected to take a leadership role in the multidisciplinary respiratory research community of UPEI and Prince Edward Island, and will help to foster collaborations with Canadian and world networks of respiratory researchers.

The Chair in Respiratory Research will have an appointment in an appropriate faculty and participate in graduate and undergraduate teaching as appropriate. Candidates are expected to hold an appropriate research degree and must have a track record of independent and/or collaborative research in asthma. For more information or to submit a candidacy, prospective candidates should write to **research@upei.ca**.

Additional information is also available at *www.upei.ca/asthma*.

Application deadline is 15 January 2002.



CAREERS CARRIÈRES

THE UNIVERSITY OF WATERLOO — The Department of Applied Mathematics invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs.gc.ca. The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www-math.uwaterloo.ca/AM_Dept/homepage.html. The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three referees, should be sent to Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Review of applications will begin on December 1, 2001, and will continue until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization at the University applications for one or more tenure-track faculty positions, in any area of combinatorics and optimization, but especially in cryptography or quantum computing. While the intention is to make appointments at the rank of Assistant Professor, applications for positions at other ranks will be considered. A PhD and significant evidence of ability in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Successful candidates in cryptography or quantum computing will participate in the Centre for Applied Cryptographic Research or a proposed Institute for Quantum Computation at the University of Waterloo. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2002. These appointments are subject to the availability of funds. Canadians and permanent residents will be considered first for these positions. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested individuals should send curriculum vitae, selected reprints/preprints and the names of three references to Prof. WH Cunningham, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. E-mail: combopt@math.uwaterloo.ca Phone (519) 888-4567 x3482. Fax (519) 725-5441 Web: http://www.math.uwaterloo.ca/CandO_Dept/homepage.html. Closing date for receipt of applications is December 15, 2001.

THE UNIVERSITY OF WATERLOO — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimizatron, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the position have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Department of Pure Mathematics invites applications for an anticipated tenure-track position starting July 1, 2002. The Department is particularly interested in candidates with research interests in algebra, number theory, geometry or topology, though outstanding candidates in any area of Pure Mathematics will be considered. In order to be considered for a position, a PhD is required. Postdoctoral experience is preferred. An appointment will be offered only to someone with very strong research and teaching qualifications. The closing date for receipt for applications is December 1, 2001. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given first consideration for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. Please send applications to: Dr. B. Forrest, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The department's Web page is at http://math.uwaterloo.ca/PM_Dept/homepage.html.

MATHEMATICS & STATISTICS

McMASTER UNIVERSITY — The Department of Mathematics & Statistics invites applications for a tenured faculty position in Mathematics at the rank of Associate Professor or Professor, with anticipated starting date July 1, 2002. The successful candidate should be internationally recognized for his or her fundamental contributions to research in a major area of Algebraic Geometry or Number Theory, be actively engaged in significant research projects, and have demonstrated excellence in teaching. Research areas of particular interest to the Department include Arithmetic Algebraic Geometry, Algebraic Number Theory and related areas. Information on the Department may be found at the website: http://www.science.mcmaster.ca/MathStat/Dept.html. For an appointment at the level of Professor of Mathematics the successful candidate should have attracted substantial research grant support and demonstrated leadership in organizing research efforts through the supervision of graduate students and postdoctoral researchers. The salary and rank will be based on qualifications and experience. McMaster is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents of Canada will be considered first for this position. Applications, including curriculum vitae and three letters of reference, should be received before January 15, 2002 by: M Valeriote, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario, Canada, L8S 4K1

McMASTER UNIVERSITY — The Department of Mathematics & Statistics invites applications for a junior Canada Research Chair starting July 1, 2002. The Canada Research Chair Program is supported by the Government of Canada and was established to enable Canadian Universities to achieve the highest levels of research excellence. Information on the program may be found at http://www.chairs.gc.ca. Candidates should have a PhD, be identifiable as having the potential to lead their fields in research, and have demonstrated interest and ability in teaching. Appointments will be made in accordance with the University Strategic Plan. See our web page http://www.science.mcmaster.ca/MathStat/Dept.html for further information on the Department. The salary and rank will be based on qualifications and experience. Normally the appointment will be made at the tenure-track assistant or associate professor level, but tenure may be offered in exceptional circumstances. McMaster is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Applications, including curriculum vitae and three letters of reference, should be received before January 15, 2002, by: M Valeriote, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario, Canada L8S 4K1

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available in Statistics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/initiatives/jobs.cfm

THE UNIVERSITY COLLEGE OF THE FRASER VALLEY — Mathematics and Statistics Department. 60 kilometres east of Vancouver, British Columbia, has proposed innovative and comprehensive educational programs for over 25 years. As an undergraduate degree granting institution enrolling over 6000 students, UCFV's emphasis is on teaching excellence, while promoting scholarship as an integral part of instruction. The Department of Mathematics and Statistics invites applications for a full time faculty position in Statistics with an anticipated start date of August 1, 2002. UCFV offers a full range of undergraduate mathematics and statistics courses and has recently begun offering a major degree in mathematics. The successful candidate will have a Master's degree in Statistics (PhD preferred) and have experience in the application of statistics (e.g. biostatistics, industrial statistics or business statistics). He or she will also have an outstanding ability to teach and communicate effectively to undergraduates (especially at the lower levels) and a commitment to building our degree-level offerings. Examples of innovative approaches to teaching and to course and program design are an asset. Position Information: Faculty, 100% full time, permanent. Start date: August 1, 2002. Salary: Appropriate placement on the faculty salary scale. UCFV is committed to the principle of equity in employment. We invite applications including evidence of appropriate qualifications by February 15, 2002. All correspondence should refer to posting number (2001-103) and be directed to: Employee Relations, University College of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2S 7M8, Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.ucfv.bc.ca. E-mail resumes to: ernfo@ucfv.bc.ca. In an effort to be both environmentally and fiscally responsible, UCFV will contact only candidates receiving an interview. We thank all applicants for considering UCFV for employment.

QUEEN'S UNIVERSITY AT KINGSTON — The Department of Mathematics and Statistics invites applications for a renewable tenure-track appointment at the Assistant Professor level to begin July 1, 2002. The successful applicant will be expected to demonstrate potential for outstanding scholarship and research and show evidence of a commitment to excellence in teaching. Salary will be commensurate with qualifications and experience. Candidates should have a PhD in pure or applied mathematics, statistics, or a related area and will have begun an active research program. Candidates with some teaching experience are preferred. Interested candidates should arrange for a curriculum vitae, a description of research interests, up to five publications or preprints, a statement on teaching or a teaching dossier, and at least four letters of reference, one of which should comment on the candidate's teaching, to be sent to the address below by December 31, 2001. Applications will be considered until the position is filled. James A. Mingo, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario K7L 3N6, fax: (613) 533-2964, http://www.mast.queensu.ca, e-mail: position@mast.queensu.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents, however all applications are welcome. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

ST. FRANCIS XAVIER UNIVERSITY — Applications are invited for a tenure track position as Assistant Professor in the Department of Mathematics, Statistics, and Computer Science, beginning September 1, 2002. Applicants should have a PhD in statistics or a related field, and will be expected to provide leadership in developing and maintaining a strong undergraduate statistics program, and to foster collaborative and consulting work within the university community. Applicants with a PhD near completion are also encouraged to apply. Preference will be given to individuals who have exhibited a commitment to high quality teaching, and show promise of developing a strong research program. The selection process will begin January 14, 2002, and will continue until the position is filled. Applicants should send a curriculum vita, a transcript of their graduate work, and names of three individuals who may be contacted for letters of reference, to: Dr. John Quinn, Chair, Department of Mathematics, Statistics and Computer Science, St. Francis Xavier University, PO Box 5000, Antigonish, NS B2G 2W5, Canada, Email: jquinn@stfx.ca. Supplementary evidence such as teaching evaluations or published work may also be submitted. In accordance with Canadian immigration requirements, this ad is directed in the first instance to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF WINDSOR invites applications for a faculty position in the Department of Mathematics and Statistics in the area of Actuarial Science commencing July 1, 2002 subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/faculty-positions. Closing date of applications: January 25/02. Contact: Dr. Alan Gold, Interim Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext: 3034, Fax 519.971.3649 Email: gold1@uwindsor.ca.

MATHEMATICAL & STATISTICAL SCIENCES

THE UNIVERSITY OF ALBERTA — The Department of Mathematical and Statistical Sciences invites applications for a tenure track position in Geometry. The appointment will be at the Assistant Professor level, and will commence on or before July 1, 2002. Only candidates with excellent communication and teaching skills, outstanding research and leadership potential as well as expertise in Algebraic, Arithmetic or Differential Geometry will be considered. This position requires a PhD in Mathematics. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a curriculum vitae (including a list of publications), a research plan, and teaching dossier. Candidates should arrange for at least three confidential letters of reference to be sent by January 15, 2001 to: Anthony To-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. For more information about the Department and our University, please see our web page www.math.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — invites applications for a tenure track Assistant Professor position in Statistics starting July 1, 2002. A PhD in Statistics is required. Current areas of research strength in the Department include design of experiments, robustness, multivariate analysis, biostatistics, and spatial statistics. Applicants are expected to possess a strong research record, outstanding promise for future research, excellent communication skills, and leadership potential. The successful candidate must have a commitment to undergraduate and graduate education in statistics. Preference will be given to individuals whose research interests promote contact with other university researchers and/or industry. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a curriculum vitae, a research plan, and a teaching profile outlining experience and/or interests. Candidates should arrange for at least three confidential letters of reference to be sent by January 15, 2002 to: Anthony To-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. For more information about the Department and our University, please see our web page. www.math.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MEDICINE

THE UNIVERSITY OF BRITISH COLUMBIA — The Division of Infectious Diseases invites applications for a Research Associate to participate in a research program on molecular mechanisms of mycobacterial pathogenesis. The successful candidate will develop independent strategies to identify mycobacterial factors that inhibit maturation of phagosome and interfere with MHC class II-directed antigen presentation. Requirements: PhD with strong background in molecular biology, including sequencing, construction and screening of genomic libraries, mutagenesis, mammalian cell transfection and familiarity with software to analyze DNA. Experience in handling Mycobacterium tuberculosis as a level three pathogen is essential. Candidates with additional experience in cell biology, biochemistry and cell signaling are encouraged to apply. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is for 85% time and will begin January 1, 2002. Salary will be commensurate with qualification and experience. Please submit application, CV, research statement and the name of 3 references by November 23, 2001 to: Dr. Zakaria Hmama, Division of Infectious Diseases, D452 HP, VGH, 2733 Heather Street, Vancouver, BC, V5Z 3J5, Email: hmama@interchange.ubc.ca.

MOLECULAR GENETICS

THE UNIVERSITY OF WESTERN ONTARIO — The London Teaching Hospitals and their affiliated Research Institutes have established a program in human molecular genetics. Its mandate is to coordinate research and teaching in human molecular genetics with emphasis on understanding the molecular basis for diseases and advancing their treatment. The University and its partners are seeking applications for two research scientists at various career stages. 1. A Senior Endowed Research Professorship for a senior/mid-career scientist, and 2. An Assistant Professorship for a scientist initiating an independent research career. The senior position is supported jointly by the University and by the Lawson Health Research Institute. The junior position is funded by the Child Health Research Institute. These scientists will be located at the Lawson Health Research Institute, Victoria Campus. Successful candidates will be appointed in appropriate basic and clinical departments in the Faculty of Medicine & Dentistry. Applicants must have a PhD and/or MD degree, several years of postdoctoral or independent research experience, and a strong publication record. In the field of molecular genetics. They are expected to develop an independent, externally funded research program, and participate in the teaching of genetics. The specific area of molecular genetics interest is open. Applications should be received by December 1, 2001 when the Selection Committee will begin its deliberations. Complete applications must include a curriculum vitae, three letters of reference, a description of research accomplishments, and an outline of future research plans. Applications and confidential letters of reference should be sent directly to: Human Molecular Genetics Selection Committee c/o Dr. Theodore Ko, Department of Biochemistry, Faculty of Medicine & Dentistry, Room 316, Medical Sciences Building, The University of Western Ontario, London, Canada N6A 5C1, Phone 519-661-3073; Fax: 1-519-661-3175; Email: tyloe@uwo.ca; http://www.biochem.uwo.ca. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and Permanent residents will be considered first for this position.

Memorial
University of Newfoundland

Assistant Professor
Educational Psychology

The Faculty of Education, Memorial University of Newfoundland, invites applications for a tenure track position in Educational Psychology (with a specialization in Counselling) commencing July 1, 2002 (subject to budgetary approval).

Appointments are normally made at the Assistant Professor rank. Applicants should possess a doctoral degree and preference will be given to those with a broad academic and experiential background.

All positions carry a requirement to teach and to maintain an active program of research and development.

Applications including curriculum vitae and the names of at least three referees (two academic) should be submitted by **February 28, 2002**, to:

Dr. Barbara Burnaby, Dean
Faculty of Education
Memorial University of Newfoundland
St. John's, NF A1B 3X8

Memorial University is one of the country's finest post-secondary teaching and research institutions and the largest university in Atlantic Canada. Committed to academic excellence, Memorial plays an integral role in the educational, business and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate opportunities to over 15,000 students, Memorial has established a learning environment of international distinction.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Institute for Aerospace Studies **University of Toronto**

Assistant Professor
Aerospace Structures & MDO

The University of Toronto Institute for Aerospace Studies (UTIAS) is seeking to make an appointment for a tenure-track position at the level of Assistant Professor in the area of aerospace structures and multidisciplinary optimization (MDO). This is an area of emphasis for the University of Toronto under the Canada Research Chairs program and the successful candidate will be nominated for a Canada Research Chair.

Candidates must have a doctoral degree and a strong commitment to teaching and research. The successful candidate is expected to establish and lead a dynamic research program in MDO, supervise graduate students, and teach undergraduate and postgraduate courses. Salary is commensurate with qualifications and experience.

Applications should include: (i) a detailed curriculum vitae, (ii) a concise statement (3 pages maximum) of teaching and research interests, objectives and accomplishments, and (iii) the names and addresses (including telephone, fax, and email) of at least five referees who are able to comment on the candidate's experience and ability in teaching and research.

Applications should be sent to: **Professor A.A. Haasz, Director, University of Toronto Institute for Aerospace Studies, 4925 Dufferin Street, Toronto, Ontario, Canada M3H-5T6 by January 31, 2002**; however, applications will be accepted until the position is filled. For more information about UTIAS, see our web at www.utias.utoronto.ca.

In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

THE UNIVERSITY OF BRITISH COLUMBIA

Assistant Professors
Philosophy

The Department of Philosophy at the University of British Columbia has two tenure-track vacancies at the rank of Assistant Professor. The areas of specialization required are (1) Philosophy of Psychology or Philosophy of Language and (2) Philosophy of Biology.

Application deadline:
December 15th, 2001

For further details please see http://www.philosophy.ubc.ca/.

Laurentian Laurentienne
UNIVERSITY/UNIVERSITÉ

Tenure-Track Position in Italian Studies

The Department of Modern Languages and Literatures invites applications for a tenure-track position in Italian Studies commencing July 1, 2002.

The successful candidate will have a PhD in Italian Studies, a demonstrated commitment to teaching and potential for research as well as native or near-native fluency in Italian. Duties include teaching Italian literature, culture and language courses at all levels in a four-year B.A. programme. As well, there will be some contribution to the interdisciplinary M.A. in the Humanities Programme.

Laurentian University has an official bilingual policy and all faculty are expected to possess passive French/English bilingualism.

Please send by **January 15, 2002** a letter of application, CV, publications or writing samples, teaching evaluations, and arrange to have three letters of reference sent directly to:

Dr. Diana Iuele-Colilli, Chair
Department of Modern Languages and Literatures,
Laurentian University
Sudbury, Ontario, P3E 2C6

In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Laurentian is committed to equity employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. This position is subject to final budgetary approval.

MULTIMEDIA & DIGITAL VIDEO

McMASTER UNIVERSITY — The School of the Arts invites applications for a tenure-track position at the rank of Assistant Professor in Multimedia and Digital Video. The School of the Arts is one of the fastest growing academic units in the Faculty of Humanities and provides an environment that encourages interdisciplinary activities. The School houses an innovative and highly successful BA Combined Honours in Multimedia. Current Multimedia faculty research initiatives include IRIS (Infrastructure for Research on Internet Streaming) and Text Technology. The Journal of Computing and Processing. Applicants should have either an M.F.A. or a PhD in Film Studies, Communications, Fine Art, Drama, English or any discipline in which the required skills and expertise have been obtained. Applicants should have demonstrated experience teaching multimedia courses with hands-on creative components. Teaching duties will include undergraduate courses in digital video, animation, time-based media, and multimedia. The successful applicant should have significant computer experience, including the development of multimedia works with digital video components. Preference will be given to candidates with a record of compelling promise of research (practical and theoretical) in one or more of the following areas: Digital Video, Video Art, New Media, or Hypermedia. Digital video practitioners who engage with current theoretical paradigms are encouraged to apply. Experience with Internet streaming media technologies and XML would be an asset. The successful candidate will be expected to contribute to interdisciplinary programmes and scholarship within the School, and to teaching, research and administration in the School, the Faculty of Humanities and the University at large. Letters of application, including curriculum vitae, and a portfolio of multimedia and digital video work should be addressed to: Dr. J. Deaville, Director, School of the Arts, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2. Candidates should also arrange to have three letters of reference sent directly to the above address. McMaster University is a full-service university with a comprehensive set of academic programmes, at both undergraduate and graduate levels, in Business, Engineering, Health Sciences, Humanities, Science, and Social Sciences. The Faculty of Humanities comprises seven core academic units, with approximately 120 full-time Faculty, in a School of the Arts, and Departments of Classics, English, French, History, Modern Languages, and Philosophy. Approximately 1600 full-time and 450 part-time undergraduate students and 170 graduate students are currently enrolled in Humanities programmes. Additional information about the Faculty of Humanities may be obtained at www.humanities.mcmaster.ca. The current minimum annual salary at the Assistant Professor level is $43,662. Commencement date for the appointment will be July 1, 2002. Applications received by December 31, 2001 will be assured of consideration. Canadian citizens and permanent residents of Canada will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

MUSIC

THE UNIVERSITY OF OTTAWA — Music. Applications are invited for a full-time tenure-track position in music theory, which will be available July 1, 2002, at the assistant professor level. Candidates must have a doctorate in music theory, be fluently bilingual, able to give instruction in both French and English, and have an established research profile. Candidates with a strong secondary research profile in areas such as education, cognition, ethnomusicology, composition or criticism are particularly encouraged to apply. The Department offers undergraduate degrees (B. Mus., B.A. Concentration, B.A. Honours) and Master's degrees (M.Mus.& M.A.) in musicology, theory, or performance (chamber music). Responsibilities will involve teaching music theory and analysis at both the undergraduate and graduate levels and supervision of master's documents and theses. Salary is commensurate with qualifications and experience and consistent with the Collective Agreement. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is University policy. The university strongly encourages applications from women. Candidates should submit a letter of application and a curriculum vitae, and should arrange for three letters of recommendation from qualified referees to be sent directly by December 1, 2001, to: Dr. Lou Burns, Chair, Department of Music, University of Ottawa, 50 University, Ottawa ON K1N 6N5.

THE UNIVERSITY OF VICTORIA — The School of Music invites applications for a tenure-track position in Musicology at the level of Associate or Assistant Professor, depending on qualifications. We are looking for an active scholar with an established reputation in her/his discipline, an extensive list of publications, and a record of successful teaching at both graduate and undergraduate levels. A completed doctorate is required. The area of specialization will be within European music of the later 18th and/or 19th centuries. Duties include teaching graduate musicology courses, undergraduate music history courses, and supervision of graduate students. The successful candidate will be required to provide leadership in the continuing development of the musicology program. The School of Music has an international reputation in the areas of performance, composition and musicology. Degrees offered include a B.Mus with majors in performance, composition, music history and music education, Master's degrees in performance, musicology and composition, and a PhD in musicology. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is specifically directed to the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Application deadline: January 5, 2002. Candidates should send a letter of application, a CV, and letters of recommendation to: Michael Longton, Director, School of Music, University of Victoria, PO Box 1700 STN CSC, Victoria, BC V8W 2Y2, Canada; phone (250) 721-7901, fax (250) 721-6597, email: mlongton@finearts.uvic.ca, http://www.finearts.uvic.ca/music

UNIVERSITY OF REGINA — Department of Music. Applications are invited for a tenure track appointment at the rank of Assistant Professor, to commence July 1, 2002. Responsibilities will include concert band/wind ensemble, student recruitment, related courses with possible graduate teaching. The ability to teach in an applied area, particularly percussion, is considered an asset. Applicants should hold a DMA, PhD or equivalent. Please submit an application with a curriculum vita, recordings of work (video, CD etc.), and a copy of all university transcripts and the names of three referees who have been asked to send letters. The deadline for applications is December 15, 2001. Kathryn Laurin, Dean, Faculty of Fine Arts, University of Regina, 3737 Wascana Parkway, Regina, Saskatchewan, S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates, Canadian Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications. This position has been cleared for advertising at the tier-two level. Applications are invited from all qualified individuals regardless of their immigration status.

BRANDON UNIVERSITY — The School of Music invites applications for a full-time tenure track appointment in instrumental music education. Duties will include the design and delivery of instrumental methods courses at the undergraduate and graduate levels and the supervision of student teachers. Other duties will be assigned in areas relevant to the candidate's interests and expertise. A strong commitment to quality teaching and a broad understanding of curriculum development and the processes of music teaching and learning are required. The successful candidate will be expected to develop and maintain a program of research in music education and to maintain a high profile within the provincial and national music education community. Familiarity with technological advancements in music education is desirable, though not required. Evidence of successful instrumental music teaching in public school and/or university settings is required. A completed (or nearly completed) doctorate is preferred. Rank and salary commensurate with qualifications and experience. Application deadline: January 15, 2002 or until the position is filled. Start date: August 1, 2002 or upon availability of successful candidate. Send letter of application, including a curriculum vitae and names/addresses of three references, to Dr. Glen Carruthers, Dean, School of Music, Brandon University, Brandon, MB, Canada R7A 6A9. Further information about Brandon University can be found at http://www.brandonu.ca. In accordance with Canadian immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

THE UNIVERSITY OF WINDSOR invites applications for tenure-track positions in the School of Music in the areas of Music Theory/Composition, Music History and Literature, and Music Therapy commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing Date of Applications: November 30/01. Contact: Professor David Palmer, Director, School of Music, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2780, Fax: 519 971 3614, Email: dpalmer@uwindsor.ca

MUSIQUE

L'UNIVERSITÉ D'OTTAWA — Le département de musique sollicite des candidatures pour un poste de professeur(e) adjoint(e) à temps complet menant à la permanence pour l'enseignement de la théorie. Date d'entrée en fonction : le 1er juillet 2002. La personne choisie aura un doctorat en théorie. Elle sera bilingue (anglais et français) et capable d'enseigner dans les deux langues officielles, et avoir un dossier de recherche déjà établie. Nous encourageons fortement les demandes des candidat(e)s ayant un dossier de recherche secondaire, dans un domaine tel que l'éducation, la cognition, la composition, l'ethnomusicologie ou la critique musicale. Le Département offre différents programmes au premier cycle (B.A. concentration ; B.A. spécialisation ; B.Mus) et la maîtrise (M.Mus et M.A.) en musicologie, théorie, ou en interprétation (musique de chambre). La charge professorale comprendra des cours de théorie et d'analyse musicale au niveau du premier et du deuxième cycles ainsi que la supervision de mémoires et de thèses au niveau du deuxième cycle. Le salaire sera déterminé en conformité avec la convention collective. Conformément aux exigences relatives à l'immigration du Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi et encourage fortement les femmes à présenter leur candidature. Prière de faire parvenir la lettre de candidature et un curriculum vitae, et de vous assurer que les lettres de trois répondantes ou répondants parviennent avant le 1er décembre 2001, à : Dr. Lou Burns, Directrice, Département de musique, Université d'Ottawa, 50 Université, Ottawa ON K1N 6N5

NEUROPATHOLOGY

McGILL UNIVERSITY — The Montreal Neurological Institute (MNI) is seeking to recruit two Neuropathologists for academic appointments within the Faculty of Medicine. Both positions will include some clinical responsibilities in the Department of Pathology but will focus primarily on research. Ample projected time and start-up funds will be provided. The MNI has an outstanding academic environment and great potential for collaborative research between basic and clinical neuroscientists in many areas. These include, but are not limited to, brain tumours, epilepsy, movement disorders, Multiple Sclerosis, neuromuscular diseases, brain development, brain imaging, synaptic mechanisms and functional systems. Applicants must have an MD degree and postgraduate training in neuropathology and research. Montreal is a cosmopolitan, bilingual city known for its high quality of life. Applications should be sent to: Dr. John A. Robson, Montreal Neurological Institute, 3801 University, Room 636, Montreal, Quebec, Canada, H3A 2B4. The deadline for receipt of applications is December 31, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

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NURSING

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Health Sciences invites applications for a probationary (tenure-track) position in the area of Nursing Administration and Health Services Delivery. The successful candidate will have a completed PhD in nursing or a related field, a beginning program of fundable research in nursing administration and/or health services delivery, and demonstrated success in teaching and collaborative working relationships. The School of Nursing is one of five schools in the research intensive Faculty of Health Sciences. The five well-established and highly successful Schools are Communication Sciences and Disorders; Kinesiology, Nursing, Occupational Therapy, and Physical Therapy and an interdisciplinary program — Bachelor of Health Sciences. In addition to the Faculty's many Schools and Programs numerous options for collaborative activity exist within the London and surrounding area for both discipline-specific and interdisciplinary research. Start-up research funds and the support of the Nursing Research Unit are available. University-wide programs to enhance teaching are offered regularly. The School is proud of the outstanding success of BScN and MScN graduates, and is developing a PhD program in nursing administration and health services delivery, nursing education, and health promotion. Educational and research programs are supported by excellent relationships with hospitals and community agencies. Further information on the Nursing programs and the Faculty is available at www.uwo.ca/fhs. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three referees to: Dr. Angelo Belcastro, Dean, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1, http://www.uwo.ca/fhs/. The deadline for receipt of applications is December 10, 2001. Please quote Position Number HS-003 on all correspondence. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position.

OCCUPATIONAL THERAPY

DALHOUSIE UNIVERSITY — The School of Occupational Therapy invites applications for one 21 month limited term occupational therapist contract (August 1st, 2002) at the Lecturer/Assistant Professor level. The ideal candidate for the 21 month limited term contract will have a PhD completed or in progress, or a completed Masters degree, some experience in teaching and be eligible for licensure with the College of Occupational Therapists of Nova Scotia. The position encompasses teaching and administration. Consideration of applications will begin on January 15, 2002 and continue until the position is filled. Letter of interest, curriculum vitae, proof of occupational therapy license, names and e-mail addresses of three academic or professional referees should be forwarded to Chair, Appointments Committee, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University encourages applications from Aboriginal peoples, persons with disability, racially visible persons and women. This position is subject to budgetary approval.

OPERATIONS

THE UNIVERSITY OF WESTERN ONTARIO — Operations Management. The Richard Ivey School of Business is Canada's premier business school, recognized world-wide for the quality of its management education. The School's major activities include: a highly regarded MBA and Executive MBA program; a small and selective undergraduate program; a well-established doctoral program, as well as an expanding portfolio of programs for managers, including an Executive MBA delivered in Hong Kong. The School is internationally oriented in terms of curricula, research, faculty, student exchanges. The School strongly supports faculty research dealing with issues of interest and relevance to practising managers leading to publication in top quality academic and managerial journals. Excellence in teaching and course development is highly valued. Our faculty is collegial and engages in interdisciplinary investigation, as well as independent inquiry. We are located in London, Ontario, a community of 340,000 which is approximately 100 miles from both Toronto and Detroit. Our Executive MBA faculty is situated in Mississauga, just west of Toronto. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 26,000 full-time students. One probationary (tenure track) position, tenured appointment, limited term or visiting position in the Operations Management area group is available to begin July 2002. Candidates for a tenure track position must have a PhD or equivalent or be close to completion. Candidates for a tenured appointment must have a PhD. Candidates for a limited term appointment must have a PhD in order to receive an Assistant Professor ranking. Otherwise, a limited term appointment would be considered at the rank of Lecturer. Although we are open in terms of research and teaching interests, a strong commitment to the practice of management is required. Interest in the case study method is also required. New initiatives in the Asia-Pacific region make the School particularly interested in recruiting faculty with interests in either of this area and with appropriate language skills. This position is subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for this position. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Michiel Leenders, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Deadline for submission is February 28, 2002, however, the review of applications will continue until the position has been filled, but applicants are encouraged to apply as early as possible. Phone: 519-661-3284, Fax 519-661-3495, E-mail: mleenders@ivey.uwo.ca, Web site: www.ivey.uwo.ca

UNBC Canada Research Chair

Canada Research Chair (Tier 1)

The University of Northern British Columbia invites applications and nominations for a Canada Research Chair (Tier 1 NSERC) position. In keeping with expectations of the Canada Research Chairs program, the successful candidate will be eligible for NSERC funding and will exhibit the following attributes:

- *an outstanding and innovative researcher whose accomplishments have had a major impact in his/her field;*
- *international recognition as a leader in his/her field;*
- *a superior record of attracting and supervising students and trainees;*
- *a proposed research program that is innovative, original, and of high quality;*
- *an ability to attract excellent trainees, students and future researchers.*

Candidates must have a demonstrated ability to manage multi-faceted research projects. The successful applicant is expected to demonstrate leadership at UNBC in his or her field of research; establish a vigorous, externally funded research program; and teach at the graduate and undergraduate levels.

The University of Northern British Columbia was opened in 1994. As a young, research-intensive institution, UNBC is home to approximately 3500 students of whom over 400 are graduate students in 15 Masters and 2 PhD programs. As a small university, UNBC has focused on building critical mass by attracting cross-disciplinary teams of scholars, working in complementary areas, who respond to complex, contemporary research questions of regional, national and international significance.

Candidates and nominees should have a research program within at least one of the three broad priority research themes of UNBC:

- *Natural Resources and the Environment*
- *Rural, Remote and Northern Health*
- *Sustainability of Communities.*

Research approaches that include aboriginal and northern themes are especially welcomed. A summary of UNBC's Strategic Research Plan can be found at: **http://www.chairs.gc.ca/english/research/strategic/strategic/Northern.pdf**

Appointment will be at the rank of Professor or Associate Professor, and will be conditional on the successful applicant being approved as a Tier 1 NSERC Canada Research Chair. Candidates who are currently at the Associate Professor level are expected to be eligible for promotion to full Professor within one or two years of the nomination. Terms and requirements for Tier 1 Chairs are provided at **http://www.chairs.gc.ca**

As part of the application or nomination, candidates should submit a short statement of proposed research (max. 3 pages), a detailed curriculum vitae, and the names and addresses of at least three references (including telephone and fax numbers) to: **Dr. D. Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** *Please direct inquiries to Dr. D. Poff (250) 960-5610 or e-mail: poff@unbc.ca. Applications received before* **January 1, 2002** *will receive full consideration, however applications will be accepted until the position is filled.*

For more information, visit our website: **www.unbc.ca**

There is no restriction with regard to nationality or residence. Offers will be made in keeping with immigration requirements associated with the CRC program. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

BROCK UNIVERSITY

DEAN
Faculty of Mathematics & Science

Brock University, one of Canada's most innovative universities, is seeking a dean of Mathematics and Science. Located in St. Catharines, in the beautiful Niagara Peninsula, Brock University has served its community and students from across the country since 1964 through a wide range of undergraduate and select graduate programs.

The Faculty of Mathematics and Science has 66 full time faculty members and 1675 undergraduate students in the departments of Biological Sciences, Chemistry, Computer Science, Earth Sciences, Mathematics, and Physics. The Cool Climate Oenology and Viticulture Institute, The Centre for Biotechnology and a number of active interdisciplinary programs, reflect the Faculty's commitment to research and teaching. The Departments of Biological Sciences, Chemistry, Earth Sciences, and Physics offer M.Sc. programs in addition to the honours B.Sc. programs offered in all departments. The Centre for Biotechnology offers M.Sc. and PhD degrees encompassing the broad fields of chemical and gene biotechnology.

The ideal candidate is an experienced, effective leader with strong interpersonal skills, has an established record of research and teaching, and who has the ability to foster and mentor excellence in research and teaching of faculty. The new Dean is expected to continue the outstanding work of the late Dean Ron Brown who fostered effective relationships with faculty, staff and students, and promoted relationships and linkages with the external community.

Reporting to the Vice President, Academic, the Dean of Mathematics and Science is responsible for the leadership, operation, and management of the Faculty, including strategic planning, academic development, curriculum planning, and budgeting. As a member of the University's senior administrative team, the Dean is expected to play a significant role in University wide initiatives and promotion of the Faculty. The position would begin July 1, 2002.

Consideration of applications and nominations will begin **January 14, 2002**. They should be submitted in confidence to:

Dr. Terry Boak
Vice President, Academic
Brock University
St. Catharines, ON L2S 3A1

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer. More information on Brock University is posted on the University's website: www.brocku.ca

UNIVERSITY OF CALGARY

DEAN OF NURSING

The University of Calgary invites applications and nominations for the position of Dean of Nursing for a five-year term commencing July 1, 2002.

We seek a Dean who fosters an ethos of excellence in teaching, research and service, who brings us a vision of dynamic nursing practice and education, and who is a scholarly leader with proven administrative experience.

The Faculty of Nursing works in collaboration with health professionals and organizations from local to international levels. This environment not only benefits our students but also provides for a lively and collegial atmosphere among peers. In addition to preparing competent beginning and advanced clinicians, and to generating and advancing nursing knowledge, the Faculty also aims to create an approach that encourages inquiry and responsiveness to ongoing health care changes. Our new Dean will support and foster this mission.

The Faculty of Nursing has 45 faculty members and over 60 adjunct professors who teach and conduct research in diverse areas. The Faculty's focus on research and teaching is demonstrated by 10 research units supported by the Southern Alberta Nursing Health Research Resource Unit and the innovative and interactive Nursing Commons, which includes the Learning Centre, the Nursing Skills Lab, and the Educational Technology Centre.

The ideal candidate will possess a PhD, preferably in Nursing, and the following qualities:

- a strong commitment to excellence in teaching and research, together with innovative approaches to health care;
- an ability to promote ongoing collaboration internally with students, faculty and university officials, and externally with the health care community, the public, and the health regions in Southern Alberta;
- a leadership style that invites participation, inspires confidence, reflects accessibility, uses delegation appropriately, and relies on sensitive, transparent and inclusive communications.

For more information about the Faculty of Nursing, please consult: http://www.ucalgary.ca/NU/

Nominations and applications, including a curriculum vitae and the names of three referees, should be submitted as soon as possible to: **Margaret Stephens**, Executive Secretary, Advisory Selection Committee for the Dean of Nursing, at the address below; Phone: (403) 220-5462; Fax: (403) 289-6800; E-mail: mstephe@ucalgary.ca

We would appreciate receiving electronic submissions, initially, to be followed by hard copies. The position is open until filled. The Selection Committee will begin reviewing files in **December**.

Applications are encouraged from international candidates as well as Canadian citizens and permanent residents of Canada.

GEOMATICS ENGINEERING

The Department of Geomatics Engineering is actively involved in all aspects of geomatics engineering and comprises 20 faculty members, some 80 graduate students and 50 students in each year of the undergraduate program. State-of-the-art geomatics engineering equipment and computer facilities are available. Related information can be found at http://www.geomatics.ucalgary.ca/.

The University of Calgary is a co-educational, non-denominational, government supported institution with a student population of about 22,000. The City of Calgary itself has a population of over 850,000 and is situated within an hour's drive of Banff National Park, one of the most beautiful parts of the Rocky Mountains.

Digital Photogrammetry

The Department of Geomatics Engineering invites applications for an Assistant Professor (tenure track) in Digital Photogrammetry effective September 1, 2002. Applicants should have a PhD in science or engineering.

Demonstrated expertise in Digital Photogrammetry is required. Research expertise in one or more of the following areas is desirable: digital photogrammetry including automated processes for orientation, feature extraction and surface modelling; acquisition, processing and maintenance of precise information from digital imagery; automated DEM/DSM generation from aerial or satellite images; advanced image matching techniques; advances in digital scanning/photogrammetric workstations; and synergies of data fusion (both image and non-image). The position is expected to interface with all related disciplines of geomatics engineering. The successful applicant will conduct both teaching and research in digital photogrammetry. The applicant is expected to develop a strong research program and should be capable of attracting external funding for these research activities and graduate student support. The selected candidate must also have the capability and the flexibility to teach fundamental undergraduate engineering courses. The successful candidate is expected to register as a Professional Engineer in the Province of Alberta. Closing date: **January 15, 2002**

Geodesy

The Department of Geomatics Engineering invites applications for the position of Assistant Professor (tenure track) in Geodesy, effective July 1, 2002. Applicants should have a PhD in science or engineering.

Demonstrated expertise in geodesy is required. Research expertise in one or more of the following areas is desirable: advanced estimation and optimization methods; satellite altimetry for oceanography and geodesy; airborne gravimetry; reference frames and geodynamics; orbital modelling; geodetic applications of SAR; dedicated gravity satellite missions; and application of GNSS to any of the aforementioned areas. The position is expected to interface with all related disciplines of geomatics engineering and will conduct both teaching and research in geodesy. The applicant is expected to develop a strong research program and should be capable of attracting external funding for these research activities and graduate student support. The selected candidate must also have the capability and the flexibility to teach undergraduate fundamental engineering courses and is expected to register as a Professional Engineer in the Province of Alberta.

Applications for both positions should include a detailed curriculum vitae and a complete list of publications. Three letters of reference should be mailed directly to: **Head**, Department of Geomatics Engineering, at the address below. E-mail: geomatics@geomatics.ucalgary.ca Closing date: **December 31, 2001**

These positions are open equally to non-Canadians as well as Canadians and permanent residents of Canada.

MANAGEMENT

The Faculty of Management currently has four tenure-track positions available in the following areas: Finance, Management Information Systems, and Operations Management.

Finance

The Faculty of Management is seeking qualified candidates with a PhD, or nearly completed doctorate, to fill an assistant professor tenure-track position in finance. The successful candidate will be expected to take an active role in research activities. High motivation for teaching at both undergraduate and graduate levels is also a requirement. Anticipated starting date is July 1, 2002.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to: **Dr. Gordon Sick**, Chair, Finance Selection Committee, Faculty of Management, at the address below; Fax: (403) 284-7903; E-mail: sick@ucalgary.ca

All applications received before **November 30, 2001** will receive full consideration. The position will remain open until filled.

On the edge and leading the way.

The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

Management Information Systems

The Faculty of Management is seeking qualified candidates with a PhD, or nearly completed doctorate, to fill an assistant professor tenure-track position in management information systems. The successful candidate would be expected to take an active role in research activities. High motivation for teaching at both graduate and undergraduate levels is also a requirement. Anticipated start date is July 1, 2002.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to: **Dr. Malcolm C. Munro**, Management Information Systems, Faculty of Management, at the address below; Phone: (403) 220-3732; E-mail: munro@ucalgary.ca

Malcolm Munro will be at the International Conference on Information Systems (ICIS) in New Orleans, December 2001.

All applications received before **December 31, 2001** will receive full consideration. The position will remain open until filled.

Operations Management (Project Management)

The Faculty of Management is inviting candidates to fill a tenure-track professorship position at the assistant/associate level in its Project Management Specialization (a joint program with the Faculty of Engineering). In addition to having a PhD, or nearly completed doctorate, the successful candidate should have a demonstrated research emphasis in project management as well as industry experience. In addition, we require demonstrated, effective teaching experience in at least one of the core management disciplines as instructional assignments will be split between management and project management. The successful candidate will be expected to teach at both graduate and undergraduate levels, and to supervise graduate students in thesis research. Expected start date is July 1, 2002.

Interested individuals are asked to submit their curriculum vitae and three references to: **Dr. Thomas R. Rohleder**, Chair, Project Management Recruiting Committee, Operations Management Area, Faculty of Management, at the address below; Fax: (403) 284-7902; E-mail: rohleder@mgmt.ucalgary.ca

All applications received before **December 31, 2001** will receive full consideration. The position will remain open until filled.

Operations Management

The Faculty of Management is seeking qualified candidates with a doctorate, or nearly completed doctorate, to fill a tenure-track position at the assistant professor level in operations management. The successful candidate would be expected to take an active role in research activities. High motivation for teaching at both the undergraduate and graduate levels is also required. Anticipated starting date is July 1, 2002.

Interested individuals should submit their curriculum vitae, along with the names of three references, and examples of teaching evaluations to: **Jaydeep Balakrishnan**, Area Chair, Operations Management, Faculty of Management, at the address below; Phone: (403) 220-7844; Fax: (403) 284-7902; E-mail: balakris@mgmt.ucalgary.ca

All applications received before **December 31, 2001** will receive full consideration. The position will remain open until filled.

The Faculty of Management is a progressive and innovative management school with an international reputation. The successful applicant will join a Faculty of 85 full-time academics, of whom 11 are chaired professors. With more than 2,500 full and part-time students currently enrolled in bachelor's, master's and PhD programs, the Faculty boasts close to 12,000 alumni in 50 countries around the globe. For more information about the Faculty, visit www.ucalgary.ca/mg.

Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year round.

Applications are encouraged from Canadians, permanent residents of Canada and non-Canadians.

CANADA RESEARCH CHAIR, TIER I ROAD SAFETY ENGINEERING

The Department of Civil Engineering at the University of Calgary invites applications for a Canada Research Chair, Tier I appointment at the Professor rank in the area of Road Safety Engineering. Information on the CRC Programme is available at the CRC Web site (http://www.chairs.gc.ca). In identifying the area of Road Safety, the University of Calgary aims to build on its existing strengths in transportation engineering, transportation policy, driver psychology, traffic behaviour and transportation GIS.

The successful candidate will lead a program of research concerning road and highway safety, drawing on work in the Departments of Civil Engineering, Mechanical Engineering (including the Injury Research Unit), Geomatics Engineering, Geography and Psychology. The focus of the research will be aspects of the driver/vehicle/highway system that contribute to traffic accidents and/or their mitigation, such as: driver behaviour and human factors and the influences that modify these factors; vehicle design; driver training and education; road/highway design and planning, and related traffic micro-simulation modelling; intersection design, road signs and marking; traffic management control; and intelligent transportation systems. The main objective of the research will be the development of innovative approaches for improving road safety and reducing crash risk. The research will be supported in part by contributions from the Alberta Motor Association and Alberta Transportation.

The successful candidate will have an established research record in the area of road safety. Candidates should have a doctoral degree in Engineering or a related field. Industrially oriented research experience would be an asset. The Department of Civil Engineering has a strong group carrying out research in many aspects of transportation engineering. The group is part of the University's Transportation Theme School, is actively involved in the Van Horne Institute (http://www.ucalgary.ca/UofC/departments/vanhorne), and hosts the Centre for Transportation Engineering and Planning (C-TEP) (http://www/ucalgary.ca/Civil/C-TEP), a public/private collaboration. Further information about the Department and the Transportation group may be found at (http://www.eng.ucalgary.ca/Civil).

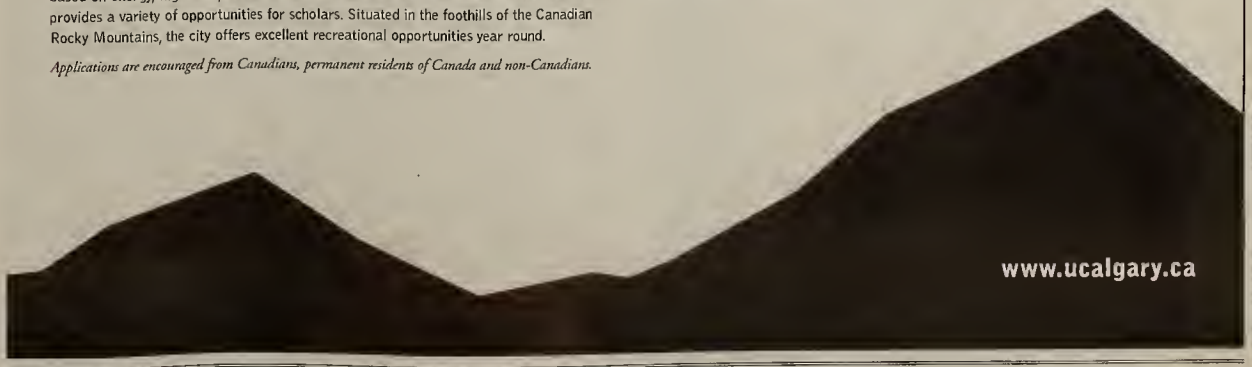
Applications including a curriculum vitae, a statement of research interests, a list of topics on road safety that you would be interested in teaching at both undergraduate and graduate levels, as well as two or three publications, together with the names, addresses, phone numbers and e-mail addresses of three referees must be sent by **December 15, 2001** to: **T.G. Brown**, Head, Department of Civil Engineering, at the address below, Fax: 403-282-7026; E-mail: wilsoa@ucalgary.ca

The Department strongly encourages applications from women.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

The University of Calgary respects, appreciates and encourages diversity.

To see all our academic career opportunities, please visit www.ucalgary.ca/hr/career



PATHOLOGY

McMASTER UNIVERSITY — The Centre for Gene Therapeutics in the Department of Pathology and Molecular Medicine invites applicants for a full-time faculty position in the Special category that is currently available. The successful candidate must have a PhD or MD or equivalent and is required to have a background in the area of dendritic cells, immune regulation and gene therapy. The candidate will be expected to have experience in the area of dendritic cell biology and function and will be expected to develop an independent program of research in this area. Experience with both animal and human dendritic cells will be an asset and evidence of success in obtaining independent support for research in the area of gene based immune therapy of cancer and/or dendritic cell biology will be important in consideration of the applicants. The candidate will join an active group in the area of gene therapy of cancer and other immune-mediated disorders and will be expected to collaborate closely with others in the group. The candidate will be expected to develop his/her own independent research program and apply for independent salary support. Salary will be commensurate with experience. Applicants should send or email their C.V., a statement of their research interests and future plans, and the names of three referees by November 30, 2001 to: Dr. Jack Gauldie, Chairman, Department of Pathology and Molecular Medicine, Room 2N16, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5. E-mail Address gauldie@mcmaster.ca In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

McMASTER UNIVERSITY — The Centre for Gene Therapeutics in the Department of Pathology and Molecular Medicine invites applicants for a full-time faculty position in the Special category that is currently available. The successful candidate must have a PhD or equivalent and is required to have a background in Adenovirus vector and molecular virology. In addition, the candidate must have a working knowledge of immunotherapy of cancer and prior experience with both first generation and helper-dependent vector systems would be an asset. Individuals holding peer-reviewed support in the area of gene therapy will be given preference. The candidate will be expected to provide leadership and management of a vector development and production facility that provides support to the Centre for Gene Therapeutics at McMaster. Successful candidate will manage a group of technologists and will be expected to develop their own independent research activity in the area of gene therapy and in particular, the use of gene vectors for immunotherapy of cancer and will be required to apply for independent salary support. The candidate will join an active group in the area of gene therapeutics and will be expected to collaborate closely with others in the group. Salary will be commensurate with experience. Applicants should send or email their C.V., a statement of their research interests and future plans, and the names of three references by November 30, 2001 to: Dr. Jack Gauldie, Chairman, Department of Pathology and Molecular Medicine, Room 2N16, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5. E-mail address gauldie@mcmaster.ca In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

Faculty Position In
Obesity and Cardiovascular Disease

McMaster University, in collaboration with the Population Health Institute, the Henderson Research Centre and Hamilton Health Sciences, is seeking to develop a program of research and clinical service into obesity with specific emphasis on its relationship to cardiovascular diseases, atherosclerosis, and metabolism. The Population Health Institute and the Henderson Research Centre are well-established research groups at McMaster University with over 200 researchers and extensive projects in several cardiovascular areas, diabetes, and obesity. The studies conducted range from basic science studies to large population health studies involving subjects in over 50 countries on every continent of the world. Opportunities exist for collaborative research involving stored genetic material and blood specimens for linkage to clinical and outcome variables on large populations involving diverse ethnic groups both in Canada and worldwide; the establishment of new studies in the areas of the epidemiology of obesity and exploring gene-environment interactions; and developing a program of experimental obesity and its impact on the vasculature. The current researchers are active in epidemiological studies as well as clinical trials in the area of cardiovascular prevention, treatment, thrombosis, diabetes, obesity, and related metabolic abnormalities.

The successful candidate would be a dynamic individual capable of building a team with a broad understanding of the basic science, clinical aspects, and epidemiologic aspects of obesity as they relate to metabolic abnormalities and cardiovascular diseases. Significant infrastructure already exists to form a platform for the development of a vigorous program of research that would be internationally recognized. The incumbent would be expected to develop a team and build upon the existing platform by securing additional funds through governmental, industry, and other sources. Additionally, the individual would be expected to develop appropriate clinical services for the management of patients with extreme obesity and complicated hypertension.

The successful candidate will hold specialty certification with the Royal College of Physicians and Surgeons of Canada (or equivalent standing) and be eligible for licensure with the College of Physicians and Surgeons of Ontario. The academic rank would be that of a full professor or associate professor and would be commensurate with qualifications and experience. The candidate will be nominated by McMaster University for a Canada Research Chair.

In accordance with Canadian immigration requirements, please note that Canadian citizens and permanent residents will be considered first. Expressions of interest should be directed, to:
Dr. Selim Yusuf, Director, Institute for Population Health, McMaster University, HGH McMaster Clinic, Room 252, Hamilton General Hospital, 237 Barton Street East, Hamilton, Ontario L8L 2X2

HAMILTON HEALTH SCIENCES CORPORATION

McMaster University

Assistant Professor
Environmental Soil Chemistry

Applications are invited for a tenure track position in the Department of Soil Science, University of Saskatchewan beginning July 1, 2002. PhD in soil/environmental chemistry or related discipline is required; postdoctoral experience is desirable. Primary teaching and research activities will be in the area of environmental soil chemistry as it relates to the dynamics, transformations, and fate of nutrients and pollutants in soil and soil-water systems.

The successful candidate will have a strong background in soil chemistry, or a closely related field and a thorough knowledge of the structural, surface, and solution chemistry of mineral colloids and organo-mineral complexes in soil and aqueous environments. A demonstrated ability to use innovative techniques (laboratory and field based) to study these systems is desirable.

The Department of Soil Science maintains a world-class environmental soil chemistry laboratory that includes: small-angle x-ray scattering and wide-angle x-ray diffraction, atomic force and scanning tunnelling microscopy, pressure jump relaxation spectrometry, BET sorptometer, infrared absorption spectrophotometer, automated UV-visible spectrophotometer, a graphite furnace atomic absorption spectrometer, and a controlled environment chamber. Other departmental facilities available to the successful candidate include the stable (IRMS for H/D, ^{13}C, ^{15}N, ^{18}O, ^{34}S) and radioactive isotope laboratories, chromatography laboratories (GC-FID, -TCD, -ECD, -NPD; HPLC), and micro-ion-selective electrode laboratory. In addition, the University of Saskatchewan is the home of the Canadian Light Source (CLS) facility, a third-generation synchrotron light source, and the Saskatchewan Structural Sciences Centre (SSSC)–both expected to be completed in 2003. The SSSC, which will house a variety of instruments to support molecular-scale research, will provide the University of Saskatchewan interface with the CLS. Candidates with an ability to utilize these resources in both their teaching and research programs are especially encouraged to apply.

Applicants should submit a letter of application, including a brief statement of their research interests and teaching philosophy; a curriculum vitae and academic transcripts; and the names, addresses, telephone numbers, and e-mail addresses of three references to **Dr. J.J. Germida, Head, Department of Soil Science, University of Saskatchewan, 51 Campus Drive, Saskatoon, SK Canada S7N 5A8. Ph: 306-966-6836. E-mail: germida@sask.usask.ca.** The application deadline is **December 30, 2001 or until a suitable candidate is identified.**

This position has been cleared for advertising on the two-tier level. Applications are invited from qualified individuals regardless of their citizenship. The University of Saskatchewan is committed to the principles of employment equity. As an employer, we welcome diversity in the workplace and encourage applications from all qualified candidates. Women, people of Aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of those groups on their application.

More information on the University of Saskatchewan, the Department of Soil Science, the Canadian Light Source, and the Saskatchewan Structural Sciences Centre can be found on our website. http://www.usask.ca.

PHARMACOLOGY

THE UNIVERSITY OF MANITOBA — Faculty of Medicine. Applications are invited for a full time contingent position at the Assistant Professor level commencing as soon as possible. The successful applicant will be responsible for the establishment of an independent research program in Pharmacology in the areas of pharmacogenomics, drug metabolism, pharmacokinetics and toxicology. Applicants must hold a PhD or equivalent degree. An undergraduate degree in Medicine or Pharmacy is desirable. Duties will also require some mentoring and teaching of graduate and undergraduate students and of clinical fellows. Salaries are negotiable depending upon research experience and qualifications. The Department of Pharmacology has established research programs in cardiovascular, hepatic, neuro, renal and clinical pharmacology. More information can be found at http://www.umanitoba/faculties/medicine/units/pharmacology The University of Manitoba encourages applications from qualified women and men, including members of the visible minorities, Aboriginal peoples and persons with disabilities. All qualified individuals are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a) curriculum vitae, b) description of research interests, c) up to five reprints of publications, d) names, telephone numbers and addresses of at least three referees to: Dr. R. Bose, Professor and Chair of Search Committee, Department of Pharmacology and Therapeutics, University of Manitoba, 311-753 McDermot Avenue, Winnipeg, R3E 0T6, Canada. The closing date for applications is November 15, 2001

THE UNIVERSITY OF MANITOBA — Faculty of Medicine. Applications are invited for a full-time tenure track position at the Assistant Professor level commencing as soon as possible. The successful applicant will be responsible for the establishment of independent Clinical Pharmacology research program and development of collaborative research links with members of the Department of Pediatrics. Preference will be given to applicants with a PhD in Pharmacology or equivalent degree. An undergraduate degree in Medicine or Pharmacy is desirable. Duties will also require some mentoring and teaching of graduate and undergraduate students and of clinical fellows. Salaries are negotiable depending upon experience and qualifications. The Department of Pharmacology has research programs in cardiovascular, hepatic, neuro, renal and clinical pharmacology. More information can be found at http://www.umanitoba/faculties/medicine/units/pharmacology The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified individuals are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a) curriculum vitae, b) description of research interests, c) up to five reprints of publications, d) names, telephone numbers and addresses of at least three referees to Dr. R. Bose, Professor and Chair of Search Committee, Department of Pharmacology and Therapeutics, University of Manitoba, 311-753 McDermot Avenue, Winnipeg, R3E 0T6, Canada, Phone (204) 789-3562, Fax (204) 789-3932, e-mail rbose@ms.umanitoba.ca The closing date for applications is November 15, 2001

THE UNIVERSITY OF MANITOBA — Faculty of Medicine. The University invites applications for one full-time position at the rank of Assistant Professor in the Division of Neurovirology and Neurodegenerative Disorders at the St. Boniface Hospital Research Centre (www.sbrc.ca/dndn). Applicants should have a M.D. and/or Ph.D. degree with at least 3 years of postdoctoral research experience in modern molecular, neuroanatomical and/or electrophysiological techniques. The candidate is expected to establish an independent research program in the area of neurodegenerative disorders, collaborate with other Principal Investigators in the Division (Drs. Jonathan D. Geiger, Michael B. Mayer, Gordon W. Glazner), and supervise undergraduate, graduate and medical students. Salary will be commensurate with experience and qualifications. This position would start January 1, 2002 or as soon thereafter as possible. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Please send your curriculum vitae, statement of research goals, and names and contact information of three references to: Dr. J.D. Geiger, Director, Division of Neurovirology and Neurodegenerative Diseases, St. Boniface Hospital Research Centre, R4036-351 Tache Avenue, Winnipeg, Manitoba, Canada, R2H 2A6. Closing date for receipt of applications is November 15, 2001.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — School of Pharmacy. Applications are invited for a tenure track appointment in Pharmaceutics. Salary and rank will depend upon qualifications and experience. Applicants should possess a PhD in Pharmaceutics. Post-doctoral experience would be an advantage. The successful candidate will be expected to establish an externally-funded research program and to teach in the undergraduate and graduate programmes. Research strengths in the School of Pharmacy include drug delivery, drug targeting, neuropharmacology, and medicinal chemistry. The School of Pharmacy is located in the Health Sciences Centre on the campus of Memorial University. This facility also houses the Faculty of Medicine, the School of Nursing, the Health Sciences Library, the General Hospital, and the Animal Care Facility. There is also an adjoining Children's Hospital and Rehabilitation Facility. This integrated complex has allowed the School of Pharmacy to develop close working relationships with Medicine and Nursing in both research and teaching. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is primarily directed towards Canadian citizens and permanent residents of Canada. The position is available immediately. For fullest consideration, applications should be received by November 1, 2001, but the search will continue until the position is filled. Applicants should submit a letter of interest, curriculum vitae, and the names and addresses of three referees to: Dr. Linda F. Hensman, Acting Director, School of Pharmacy, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3V6, Canada, telephone: 709-777-7211; fax: 709-777-7044, email: lindah@pharm.mun.ca Memorial University is committed to employment equity.

PHILOSOPHY

McGILL UNIVERSITY — The Department of Philosophy and the Faculty of Religious Studies invite applications for an appointment at the rank of assistant professor, tenure track, in Ethics, beginning September 2002. This is a joint-position between the Dept of Philosophy and the Faculty of Religious Studies, with the expectation of four undergraduate and graduate) courses per year (normally two in each semester); graduate (PhD) and undergraduate supervision; usual administrative responsibilities shared between the two units. Letters of application should indicate an interest and ability to address ethical concerns from both a philosophical and a religious perspective. The units seek candidates excellent in research and teaching who are able to engage and integrate with colleagues in both the Faculty and the Department. PhD (in either Philosophy or Religious Studies) is expected by time of appointment. Ability in French is an asset. The deadline for receipt of complete applications is Monday December 3, 2001. Applications should include a letter of application, a CV, a transcript of list of graduate coursework, a representative sample of written work, and three letters of reference. Applications should be sent to: Chair, Search Committee, Dept. of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, QC, Canada H3A 2T7. The Department regrets that it cannot accept application materials by fax or by e-mail, and that application materials cannot be returned. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, but all qualified persons are encouraged to apply. McGill University is committed to equity in employment.

McGILL UNIVERSITY — Philosophy. Assistant Professor, tenure track, beginning September 2002. Four (undergraduate and graduate) courses per year (normally two in each semester); graduate (PhD) and undergraduate supervision, usual administrative responsibilities. ADS Post-Hegelian Continental Philosophy. The Department seeks candidates excellent in research and teaching with broad philosophical interests who are able to interact with colleagues in a variety of areas in philosophy. PhD is expected by time of appointment. Ability in French is an asset. The deadline for receipt of complete applications is Monday December 3, 2001. Applications should include a letter of application, a CV, a transcript or list of graduate coursework, a representative sample of written work, and three letters of reference. Applications should be sent to: Chair, Prof. R. Philip Buckley, Dept. of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, QC, Canada H3A 2T7. The Department regrets that it cannot accept application materials by fax or by e-mail, and that application materials cannot be returned. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, but all qualified persons are encouraged to apply. McGill University is committed to equity in employment.

McMASTER UNIVERSITY invites applications for the position of Chair, Department of Philosophy, effective July 1 2002. Areas of specialization and competence in teaching and research are open. The incumbent chair is not a candidate for reappointment. The Department of Philosophy is one of seven academic units within the Faculty of Humanities and has a full-time faculty complement of 12 members and a support staff of two, in addition to adjunct and part-time instructors. It offers Honours and general undergraduate degrees, a Master's degree and, in collaboration with the University of Guelph and Wilfrid Laurier University, a PhD degree. The normal teaching load in the Department, for those actively engaged in research, is two courses per term; the Chair receives a remission of one course per term. Reporting to the Dean of Humanities, the Chair will provide academic leadership in the Department, administers its budget, and oversee local adherence to the University's various collective agreements. The successful applicant will be expected to work collaboratively with the Dean and Associate Deans, with other department chairs, with the directors of the Faculty's several interdisciplinary programmes and research centres. He or she will be an established scholar with a proven track record in teaching and research, suitable for appointment with tenure at the full professor or senior associate professor level. Previous administrative experience at the departmental level is essential. A full text of the Terms of Reference for Department Chairs is available on the University's website at http://www.mcmaster.ca/senate/chair/chairdpt.htm. Applications, including curriculum vitae, a statement of interest in the position, and the names of three academic referees, should be addressed to Dr. Daniel Woolf, Dean, Faculty of Humanities, CNH 112, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1. Applications received before Dec. 15, 2001 will be assured of consideration. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Philosophy invites applications for a probationary faculty position at the rank of Assistant Professor (PhD required) in Philosophy of Science, to begin July 1, 2002. Experience in teaching and research are required. The Department is particularly interested in candidates with research interests in Philosophy of Biology or of Social Science, but will consider seriously candidates in any other area of Philosophy of Science. Please send curriculum vitae, teaching dossier, writing sample, and three letters of reference to Professor John Thorp, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada N6A 3K7, Fax (519) 661-3922. Applications must be received by November 15, 2001. Positions are subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available in social/political philosophy. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

THE UNIVERSITY OF GUELPH — Philosophy Department. Applications are invited for a tenure-track position at Assistant Professor rank, with appointment from July or August 2002. The area of specialization is one or more aspects of continental (European) philosophy since 1780. Areas of competence the department offers a broad range of philosophy courses. The successful applicant will be expected to teach and do graduate supervision outside their areas of specialization. PhD in philosophy is required. Evidence of strong potential in teaching and research will be expected. Salary will be determined by qualifications and experience. Applications should be submitted to Dr. Peter Loptson, Chair, Philosophy Department, University of Guelph, Guelph, Ontario N1G 2W1 by December 1, 2001. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF GUELPH — The Philosophy Department wishes to announce two tenure-track positions at the rank of Assistant Professor, to start August 1, 2002. One position is in the history of philosophy, with specialization in one or more periods or figures from Augustine to Kant, inclusive. It would be an asset for a medieval specialist to have competence in Aristotle. The second position is in either philosophy of law or philosophy of science. In both cases strength in philosophy of the environment would be an asset. Because of the broad range of courses offered by our department, faculty are expected to teach courses beyond as well as within their area of specialization, and to do graduate supervision. A PhD in philosophy is required and evidence of strong potential in teaching and research will be expected. Applications should be submitted to Dr. Peter Loptson, Chair, Philosophy Department, University of Guelph, Guelph, Ontario N1G 2W1 by January 4, 2002. These appointments are subject to final budgetary approval. Canadian citizens and permanent residents will be considered first for these positions. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF MANITOBA — The Department of Philosophy invites applications for one full-time tenure-track appointment at the rank of Assistant Professor, subject to final budgetary approval. The appointment is effective 1 July 2002. The successful candidate must have a PhD by the commencement of his/her appointment. The Department has a special need for applicants with teaching expertise in at least one of the following: 19th and 20th Century European Philosophy, Ancient Philosophy, Applied Ethics, History of Analytic Philosophy; Philosophy of Law. Applicants are expected to have demonstrated excellence in research and success in teaching. Responsibilities will include maintaining a productive research program, graduate supervision, undergraduate and graduate teaching in the core components of the departmental program, and service-related activities within the Department, Faculty and/or University. The 2002-2003 salary floor is under review. Starting salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit your application, transcript, curriculum vitae, three confidential letters of reference and a writing sample to: Dr. Carl A. Matheson, Chair, Search Committee, Department of Philosophy, University of Manitoba, 455 University College, Winnipeg, Manitoba, Canada, R3T 2M8. The closing date for the reception of applications is: December 15, 2001. Further information about this position, the Department and the University can be found at the Faculty of Arts web page, www.umanitoba.ca/arts/ or the Philosophy website at http://www.umanitoba.ca/faculties/arts/philosophy or by e-mailing the Department Head, Dr. C. Matheson at matheso@cc.umanitoba.ca

QUEEN'S UNIVERSITY — The Department of Philosophy invites applications for a tenure-track position at the rank of Assistant Professor beginning July 1, 2002. Salary commensurate with qualifications and experience. We seek a philosopher of broad vision, who has special expertise within the history of philosophy. Area of competence open. Excellence in teaching and scholarship are essential. The successful applicant's responsibilities will include teaching at all levels, thesis supervision, research, and administration. Applications must include a covering letter, statement of research and teaching interests and accomplishments, curriculum vitae, and three letters of reference (which may be sent separately). A completed PhD is highly desirable. All materials should be sent, postmarked by December 15, 2001, to: Professor Michael Fox, Acting Head, Department of Philosophy, Queen's University, Kingston, Ontario, Canada K7L 3N6. Queen's University is committed

to employment equity and welcomes applications from all qualified women and men, including members of visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. All applicants will be asked to complete an equity self-identification form. Canadian citizens and permanent residents will be considered first for this position. Non-Canadians are welcome to apply. Departmental website http://gsilver.queensu.ca/philosophy

THE UNIVERSITY OF WINDSOR invites applications for a 12-month limited-term position in Mind and/or Epistemology commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: December 14/01. Contact: Professor J. Anthony Blair, Interviews: (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, FEL: (519) 888-4567, Ext. 6833; E-mail: physics.fax@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds

THE UNIVERSITY OF ALBERTA — The Department of Physics (www.phys.ualberta.ca) invites applications for a tenure track position at the Assistant Professor level in the area of experimental or theoretical condensed matter physics. The junior Canada Research Chair (www.chairs.gc.ca) is subject to approval. We are especially interested in candidates with a PhD and whose research involves nanoscale physics, but we encourage applications from outstanding candidates in all sub-fields of condensed matter physics. Applicants should have the ability to establish a strong research program and be committed to undergraduate and graduate teaching. The Department has about 35 faculty with research interests in condensed matter physics, astrophysics, geophysics and subatomic physics. Our condensed matter group emphasizes the physics of nanostructures and strongly correlated electronic systems. It includes well equipped labs for ultrafast laser spectroscopy and scanning probe microscopy, ion implantation, electron microscopy, electron spin resonance, low temperature physics and high temperature superconductivity. Extensive infrastructure for micro- and nano-fabrication are available in the University of Alberta open access fabrication facilities (www.ualberta.ca/~micro/fab). Several PC-clusters exist within the department, along with very large multi-processor arrays within the university (www.ualberta.ca/CNS/RESEARCH/). Recent initiatives by the Governments of Alberta and Canada provide exceptional opportunities for additional funding to establish new research programs at the University of Alberta. See, for example, www.gov.ab.ca/is/a, www.icore.ca, www.gov.ab.ca/is/ahfser, and www.innovation.ca, for further information. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The application should include a curriculum vitae, a research plan, and a description of teaching experience and interests. The applicant must also arrange to have at least three confidential letters of reference sent to the address below, on or before January 1, 2002. Consideration of applications will begin on December 1, 2001. The suggested starting date is July 1, 2002. Condensed Matter Search and Selection Committee, Dr. John Samson, Chair, Department of Physics, University of Alberta, 412 Avadh Bhatia Physics Lab, Edmonton, Alberta, Canada T6G 2J1. Fax: (780) 492-0714, E-mail: dept@phys.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Department of Physics (www.phys.ualberta.ca) invites applications for a tenure-track position at the Assistant Professor level in the area of experimental, computational or theoretical space plasma physics. The junior Canada Research Chair (www.chairs.gc.ca) is subject to approval. We are especially interested in candidates with a PhD and whose research involves magnetospheric physics, but we encourage applications from outstanding candidates in all sub-fields of space plasma physics. Applicants should have the ability to establish a strong research program and be committed to undergraduate and graduate teaching. The Department has about 35 faculty with research interests in condensed matter physics, space and astrophysics, geophysics and subatomic physics. Our space physics group includes members with interests in experimental, computational and theoretical space plasma physics, with an emphasis on magnetospheric plasma physics. The group is involved in a number of satellite and ground based projects as well as computational studies of nonlinear and global MHD models. The University has excellent high performance computing facilities, with two 64-node Silicon Graphics computers (see www.maci.ca). Recent initiatives by the Governments of Alberta and Canada provide exceptional opportunities for additional funding to establish new research programs at the University of Alberta. See, for example, www.gov.ab.ca/is/a, www.icore.ca, www.gov.ab.ca/is/ahfser, and www.innovation.ca, for further information. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The application should include a curriculum vitae, a research plan, and a description of teaching experience and interests. The applicant must also arrange to have at least three confidential letters of reference sent to the address below, on or before January 1, 2002. Consideration of applications will begin on December 1, 2001. The suggested starting date is July 1, 2002. Condensed Matter Search and Selection Committee, Dr. John Samson, Chair, Department of Physics, University of Alberta, 412 Avadh Bhatia Physics Lab, Edmonton, Alberta, Canada T6G 2J1. Fax: (780) 492-0714, E-mail: dept@phys.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Department of Physics (www.phys.ualberta.ca) invites applications for two tenure-track faculty positions in solid earth Geophysics. We seek individuals with proven research ability or potential and excellent communication and leadership skills. Successful individuals will establish vigorous, well-funded research programs and will assist in field schools and lecture undergraduate and graduate students in Geophysics and Physics. Scientists in all areas of solid earth geophysics are invited to apply, but to complement current research strengths (see www-geo.ualberta.ca) preference will be given to Seismologists focusing on the imaging and interpretation of large scale earth structures and processes. Environmental Geophysicists conducting field, laboratory and/or theoretical studies of the Earth's near surface. Mineral Physicists carrying out experimental/theoretical studies of the physical properties of minerals and fluids in the deep interior of the earth and planets. The appointments will be at the Assistant Professor level. Delayed appointments may be allowed for individuals wishing to complete postdoctoral research. The University of Alberta offers a world class research environment including one of the largest research libraries in North America, the largest academic supercomputer in Canada (www.maci.ca), exceptional electronics and machine shop support, field equipment for geophysical studies, and a growing pool of graduate students. Edmonton (population 900,000) is the capital city of Alberta. Recent initiatives by the Governments of Alberta and Canada provide exceptional opportunities for additional funding to establish new research programs at the University of Alberta. See, for example, www.gov.ab.ca/is/a, www.icore.ca, www.gov.ab.ca/is/ahfser, and www.innovation.ca, for further information. Early applications are encouraged as evaluations will be made on an ongoing basis prior to the closing date. Applicants should send a detailed curriculum vitae including a list of publications, a statement of research and teaching plans that include experience, interest, and philosophy. Applicants should also have arranged for at least three letters of reference to arrive prior to February 1, 2002 to: Geophysics Search and Selection Committee, Dr. J. Samson, Chair, Department of Physics, University of Alberta, 412 Avadh Bhatia Physics Lab, Edmonton, Alberta T6G 2J1, Fax: (780) 492-0714, E-mail guenes to. dept@phys.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in Physics and High Technology in the area of Experimental Atomic Molecular and Optical Physics and Photonics commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: February 1/02. Contact: Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext. 3526, Fax: 519 973.7098, Email: taylor@uwindsor.ca

PHYSICS

McGILL UNIVERSITY — The Department of Physics is expanding its research in Astrophysics. Applications are invited for a tenure-track faculty position at the rank of Assistant Professor, to begin as early as September 2002. We seek candidates with a record of leadership in research and potential for excellence in teaching. Faculty members are currently active in radio, X-ray, and gamma-ray astronomy, with an emphasis on studies of high-energy phenomena. However, excellent candidates from other fields of Astrophysics are also welcome to apply. The McGill Physics Department has active groups in Atmospheric Physics, Astrophysics, Condensed Matter, Nuclear and Heavy-ion Physics, as well as Particle Physics. For more information about McGill and the Physics Department you are invited to consult our home page at http://www.physics.mcgill.ca. Applicants should submit a detailed curriculum vitae and a statement of teaching interests as well as a research plan. They should also arrange for three letters of reference to be sent directly to: Professor Jean Barrette, Chair, Department of Physics, McGill University, 3600 University St., Montreal, Quebec, Canada, H3A 2T8. Review of applications will begin January 15, 2002. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University encourages applications from all qualified candidates and is committed to equity in employment.

McGILL UNIVERSITY — The Department of Physics is currently seeking to strengthen its research group in the area of Experimental Particle Physics. Applications are invited for a tenure-track faculty position at the rank of Assistant Professor, to begin no later than September 2002. We seek candidates with a record of leadership in research and potential for excellence in teaching. Faculty members in the High Energy Group are currently active in deep inelastic e-p scattering at ZEUS, e+e- annihilation and CP violation in B-meson decays at BaBar, and ground based gamma-ray astrophysics at STACEE. However, excellent candidates from any area in Experimental Subatomic Physics are welcome to apply. The McGill Physics Department has active groups in Atmospheric Physics, Astrophysics, Condensed Matter, Nuclear and Heavy-ion Physics, and Particle Physics. For more information about McGill and the Physics Department you are invited to consult our home page at http://www.physics.mcgill.ca. Applicants should submit a detailed curriculum vitae and a statement of teaching interests as well as a research plan. They should also arrange for three letters of reference to be sent directly to: Professor Jean Barrette, Chair, Department of Physics, McGill University, 3600 University St., Montreal, Quebec, Canada, H3A 2T8. Review of applications will begin December 15, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University encourages applications from all qualified candidates and is committed to equity in employment.

SIMON FRASER UNIVERSITY — The Physics Department invites applications for a tenure-track Assistant Professorship, to take effect in September 2002, subject to final budgetary approval. We are searching for an individual of outstanding background and exceptional promise who will establish a vigorous independent research program and who will have a commitment to undergraduate and graduate teaching. The Physics Department has a very broad research program in condensed matter physics and materials science as well as research programs in biological physics, dynamical systems, high energy theory and experiment, optical dating and string theory. Excellent candidates in any area, including astrophysics, that complements the aforementioned research programs will be given serious consideration. The Physics Department's home page can be accessed via http://www.sfu.ca/physics. In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications should include a curriculum vitae, publication list and a short statement of research and teaching interests. Candidates should arrange for three letters of recommendation to be supplied in confidence. All correspondence should be directed to Professor Michael Plischke, Chair, Department of Physics, Simon Fraser University, 8888 University Drive, Burnaby BC, Canada V5A 1S6 by December 15, 2001.

THE UNIVERSITY OF WATERLOO — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and full Professor level in the one of the following areas of theoretical physics. (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, FEL: (519) 888-4567, Ext. 6833; E-mail: physics.fax@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds

PHYSIOLOGY

THE UNIVERSITY OF MANITOBA — The Division of Molecular Endocrinology, Department of Physiology, Faculty of Medicine invites applications for a full-time tenure track position at the level of Assistant Professor commencing July 1, 2002 or as soon thereafter as possible. Applicants must hold a PhD or equivalent degree and possess a strong research record in an area of molecular endocrinology. The successful candidate is expected to establish and maintain an externally funded research program, and contribute to graduate and undergraduate teaching. Applicants should submit a cover letter, curriculum vitae, description of research goals, and the names and contact information of three references by January 15, 2002 to Dr. Robert Shiu, Department of Physiology, Faculty of Medicine, University of Manitoba, 730 William Avenue, Winnipeg, Manitoba, Canada, R3E 3J7. Website: http://www.umanitoba.ca/faculties/medicine/physiology/. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

PLANT ECOLOGIST

THE UNIVERSITY OF TORONTO — The Department of Botany invites applications for a tenure-track faculty position at the Assistant Professor level in the area of Plant Ecology to begin July 1, 2002. Areas for recruitment include specialists in all areas of plant ecology with particular emphasis given to applicants who are using, or will develop, experimental approaches to understanding impacts of global change on plants and ecological systems. Priority will be given to applicants with field expertise. The successful candidate will be expected to participate in undergraduate and graduate teaching of ecology, plant biology and field courses at the University of Toronto, and to interact with faculty across campus working in related fields. Applicants should arrange to have four reference letters sent directly to the address below. In addition, applicants should forward their curriculum vitae, copies of significant publications, and statements of research and teaching interests to the Chair, Global Change Ecology Search Committee, Department of Botany, University of Toronto, 25 Willcocks Street, Toronto, ON M5S 3B2 Canada before December 15, 2001. Inquiries should be directed to Dr. Rowan Sage at rsage@botany.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Canadian citizens and permanent residents will be considered first for this position.

POLITICAL SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Political Science at the University of British Columbia invites applications for a tenure-track position in comparative public policy at the Assistant Professor level effective July 1, 2002. The department welcomes a substantive focus in any policy field, but is particularly interested in comparisons among advanced industrialized countries. Applicants should currently hold a PhD or expect to complete the degree by the date of appointment. The criteria for selection of candidates will include potential for research of theoretical significance, excellence in teaching, and service to the University and community. The deadline for applications is December 1, 2001. Applications should include a letter of application and a curriculum vitae. Applicants should also arrange to have three letters of reference sent to the following address: The Head, Department of Political Science, The University of British Columbia, C472-1866 Main Mall, Vancouver, B.C. V6T 1Z1, Canada. For further information on the department including its 2000–1 Annual Report please see the web site at www.politics.ubc.ca. The position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Political Science at the University of British Columbia invites applications for a tenure-track position in political theory, at the Assistant Professor level, effective July 1, 2002. The criteria for selection of candidates will include scholarly potential, ability to conduct research of theoretical significance, teaching excellence, and service to the University and community. Applications, which should include a covering letter and a curriculum vitae, will be received up until December 1, 2001 and should be sent to the address below. Applicants should also arrange to have three letters of reference sent to the following address: The Head, Department of Political Science, The University of British Columbia, C472-1866 Main Mall, Vancouver, BC V6T 1Z1, Canada. For further information on the department including its 2000–1 Annual Report please see the web site at www.politics.ubc.ca. The position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGill

Canada Research Chair
Department of English

The Department of English is currently advertising a Senior, Tier 1, position in 18th-Century studies. We are looking for a candidate who will direct and expand McGill's Burney project, which is central to 18th and 19th-Century studies in Europe and North America. Recent years have witnessed a remarkable surge of interest in the Burney family. Next year, a memorial to Frances Burney will be dedicated in Westminister Abbey. Four major studies of her works have been published in the last year. Her letters and journals are of fundamental importance to historians, as they provide a detailed account of life in the 18th Century. The letters of her father are of great importance to music historians, while art historians are interested in the family's friendships with key figures of the period such as Joshua Reynolds.

The successful applicant will be expected to oversee the editions of the remaining 6 volumes of Frances Burney's Court Journals, while developing new projects. Projects that draw upon the interdisciplinarity of the material and that will involve members of other departments are of particular interest. Candidates are expected to have editorial expertise, outstanding research accomplishments, international recognition, and a superior record in attracting and supervising graduate students. French is an asset.

Applications should be sent to:
Professor Maggie Kilgour, Chair
Department of English, McGill University
853 Sherbrooke St. W.
Montreal, Quebec, Canada H3A 2T6

Applications should include a full curriculum vitae, the names of three referees whom the Department may contact, and a brief statement of how the candidate might envision the future development of the Burney Project. The closing date for the receipt of applications is **November 30, 2001**. For more information about the Department, visit our web site at http://www.arts.mcgill.ca/programs/english/english/.html.

McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Schulich School of Business
York University
www.schulich.yorku.ca

Tenure-Stream Position
Accounting

The Schulich School of Business at York University in Toronto, Canada, is seeking tenure-stream faculty in accounting at the assistant, associate or full professor level effective July 1, 2002.

Preferred candidates will:
- have a strong commitment to scholarly research and publication
- be qualified to teach in financial or managerial accounting; expertise teaching international accounting would be beneficial
- possess a completed doctorate or be close to completion
- provide evidence of effective teaching
- be willing to use cases in teaching

Please send application letter and curriculum vitae to:
Professor Linda Thorne
Accounting Area Coordinator
lthorne@schulich.yorku.ca

Salary and benefits are competitive. This position is subject to budgetary approval. York University has a policy of employment equity, including affirmative action for women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these four groups will be considered within the priorities of the affirmative action program only if they self identify. The Schulich School of Business welcomes applications from these groups. The affirmative action program can be found on York's website at www.yorku.ca.

THE UNIVERSITY OF NEW BRUNSWICK SAINT JOHN CAMPUS — Applications are invited for a ten month appointment in Political Science commencing July 1st, 2002 subject to budgetary approval. This position may be renewed, again subject to budgetary approval. Applicants should have a doctorate (or near completion), university-level teaching experience and a strong research record. Applications from all fields of the discipline will be considered, however the successful candidate will be required to teach an introductory level course in political theory and research methods. The political science program at UNBSJ supports interdisciplinary programs such as International Studies and Information and Communication Studies. The ability to teach courses that could be cross-listed with these programs would be of benefit. Political Science is part of a dynamic program of study at UNBSJ where both the student population and curricula are experiencing internationalization. The campus is located in the City of Saint John, which has a regional population of 125,000. Applicants should send curriculum vitae and the names and addresses of three references, to be received no later than 1 January 2002 to: Dr. Robert MacKinnon, Dean of Arts, The University of New Brunswick in Saint John, PO Box 5050, Saint John, NB E2L 4L5 (www.unbsj.ca). Questions concerning this position may be directed to: rmackinn@unbsj.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to four tenure-track positions available, two in International Relations, one in Comparative Politics and one in Canadian Politics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/interne/jobs.cfm

THE UNIVERSITY OF NEW BRUNSWICK SAINT JOHN CAMPUS — Applications are invited for a tenure track position in Political Science. The appointment will commence July 1st, 2002, subject to budgetary approval. The successful candidate will be part of the discipline of political science, with responsibilities to the Information and Communication Studies program. This is an interdisciplinary program focusing on the political, cultural, social and economic impact of new information technologies, the media and public opinion. Within this framework, applicants whose area of expertise includes cultural studies, political economy, e-governance and public policy are encouraged to apply. The successful candidate must be able to teach courses in political science that support this ICS program. The successful candidate will have a doctorate (or near completion), university-level teaching experience and a strong research record. We are looking for individuals with a strong commitment to multi-disciplinary research, teaching enthusiasm for undergraduate instruction, and a solid research agenda. Rank and salary commensurate with qualifications and experience. The Saint John Campus of UNB is a fast-growing institution currently experiencing enrolment increases, program expansion and the internationalization of both its student population and its curricula. Located in the City of Saint John with a regional population of 125,000, UNBSJ provides opportunities for research in a variety of communications contexts. Applicants should send curriculum vitae and the names and addresses of three references, to be received no later than 1 January 2002, to: Dr. Robert MacKinnon, Dean of Arts, The University of New Brunswick in Saint John PO Box 5050, Saint John, NB E2L 4L5 (www.unbsj.ca). Questions concerning this position may be directed to: rmackinn@unbsj.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF VICTORIA — The Department of Political Science invites applications for an entry-level, tenure-track position in Canadian politics and/or political theory. Candidates with expertise in either or both of these fields will be considered. Applicants should have a completed PhD. Preference will be given to candidates who have clear scholarly promise, a record of scholarly publication, significant teaching experience at the University level, and the capacity to teach in more than one field of the discipline. The Department of Political Science is strongly committed to both excellence and equity and to increasing the diversity of approaches and perspectives in teaching and research. The new position commences 1 July 2002. The Department will begin its review of applications on December 15, 2001. Applications or supporting documentation received after January 15, 2002, will not be considered. Applications should be directed to Professor Warren Magnusson, Chair, Department of Political Science, University of Victoria, PO Box 3050, Victoria BC Canada V8W 3P5. Applications should include (1) a letter reviewing the candidate's qualifications, experience, research plans, and teaching preferences, (2) a curriculum vitae, (3) a single article-length sample of the candidate's scholarly work, and (4) the names of three scholarly referees, each of whom is to have been asked by the candidate to send a letter of reference directly to the Chair. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. The Department of Political Science web site address is http://web.uvic.ca/polisci/. Advertisement is in compliance with University of Victoria Equity Plan.

McMASTER UNIVERSITY — A tenure track joint appointment will be made in Labour Studies and another department related to the candidate's area of interest, by McMaster University at the Assistant Professor level commencing July 1, 2002. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Geography, Political Science, Social Work and Sociology. This appointment is made possible by the recent designation of Work and Society as a strategic area by the University. This is an interdisciplinary subject area that focuses on all forms of work (paid and unpaid) and links the work experience with gender and race relations, state regulation, aging, family life and the community. This initiative has resulted in the launching of an interdisciplinary M.A. in Work and Society, and the establishment of new educational links with labour and community groups. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students, and building links with community and labour groups. The successful candidate will be expected to attract research funds and carry out an independent research programme leading to peer-reviewed publications. Candidates should have an interdisciplinary approach to studies in work issues, labour and society and must have a PhD in a relevant discipline. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Work and Society's focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with the Labour Studies Programme's longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies and the Work and Society strategic area can be found on the Labour Studies Home Page at www.socsci.mcmaster.ca/~labour/. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario L8S 4M4. The application deadline is January 2, 2002. Canadian Citizens and Permanent Residents will be considered first for this position.

YORK UNIVERSITY — The Department of Political Science. Applications are invited for a tenure track appointment at the Assistant Professor level in Canadian Politics. We are seeking a scholar specializing in law and public policy. In addition, expertise in federalism and/or equality issues (racism, gender, aboriginal issues) would be an asset. The successful candidate will also be expected to immediately undertake large-lecture undergraduate introductory Canadian Politics courses and contribute to the graduate programme. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. The successful candidate will have a completed PhD. The position, to commence July 1, 2002, is subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Political Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at (416) 736-5713. Canadian citizens and permanent residents of Canada will be considered first for this position. However qualified candidates from other jurisdictions are strongly encouraged to apply. Applicants should submit a curriculum vitae, appropriate samples of their scholarship and teaching evaluations, and arrange to have three letters of reference sent to Professor Isabella Bakker, Chair, Department of Political Science, Room 5672, Ross Building, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Deadline for applications: December 14, 2001.

YORK UNIVERSITY — The Department of Political Science. Applications are invited for a tenure track appointment at the Assistant Professor level in Comparative Politics. We are seeking a scholar specializing in American Government. A specialization in urban politics (including a demonstrated interest in racial, ethnic, and/or gender politics) would be an asset. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. The successful candidate will have a completed PhD. The position, to commence July 1, 2002, is subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Political Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at (416) 736-5713. Canadian citizens and permanent residents of Canada will be considered first for this position. However qualified candidates from other jurisdictions are strongly encouraged to apply. Applicants should submit a curriculum vitae, appropriate samples of their scholarship and teaching evaluations, and arrange to have three letters of reference sent to Professor Isabella Bakker, Chair, Department of Political Science, Room 5672, Ross Building, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Deadline for applications: December 14, 2001.

YORK UNIVERSITY — The Department of Political Science. Applications are invited for a tenure track appointment at the Assistant Professor level in International Relations. We are seeking a scholar specializing in International Political Economy. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. The successful candidate will have a completed PhD. The position, to commence July 1, 2002 is subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Political Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at (416) 736-5713. Canadian citizens and permanent residents of Canada will be considered first for this position. However qualified candidates from other jurisdictions are strongly encouraged to apply. Applicants should submit a curriculum vitae, appropriate samples of their scholarship and teaching evaluations, and arrange to have three letters of reference sent to Professor Isabella Bakker, Chair, Department of Political Science, Room 5672, Ross Building, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Deadline for applications: December 14, 2001.

YORK UNIVERSITY — The Department of Political Science. Applications are invited for a tenure track appointment at the Assistant Professor level in International Relations. We are seeking a scholar specializing in International Political Economy. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. The successful candidate will have a completed PhD. The position, to commence July 1, 2002 is subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Political Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at (416) 736-5713. Canadian citizens and permanent residents of Canada will be considered first for this position. However qualified candidates from other jurisdictions are strongly encouraged to apply. Applicants should submit a curriculum vitae, appropriate samples of their scholarship and teaching evaluations, and arrange to have three letters of reference sent to Professor Isabella Bakker, Chair, Department of Political Science, Room 5672, Ross Building, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Deadline for applications: December 14, 2001.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Political Science invites applications for two probationary (tenure-track) positions. One of these could involve an appointment with senior. Each position could commence July 1, 2002 or July 1, 2003. These positions are subject to budgetary approval. Applicants will have a PhD. The appointments will be made at the rank of Assistant Professor or Associate Professor. Salary is negotiable. Applications are invited from specialists in the following fields: political theory, Canadian politics, comparative politics with special emphasis on the South, local government, and international relations. As part of its continuing process of renewal, the Department is looking for the most outstanding candidates, including scholars whose interests may span two or more of these fields. The department is interested in candidates with proven records of successful undergraduate teaching. It is likely that anyone appointed at the rank of Associate Professor would have a similar record with respect to graduate teaching and supervision. Canadian Citizens and Permanent Residents will be considered first for the positions. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Applications, together with a curriculum vitae and the names of three referees, should be directed to: Dr. Andrew Sancton, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, ON N6A 5C2. Deadline for receipt of applications: December 6, 2001.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Political Science invites applications for a position in local government management, to commence July 1, 2002 or July 1, 2003. This position is subject to budgetary approval. Applicants will have a PhD in a relevant field (such as public administration, political science, or organizational behaviour) or a Masters degree and considerable experience as a senior manager in Canadian local government. Rank and other aspects of the appointment, including salary, will depend on the qualifications and experience of the person chosen. The successful candidate for this position will teach courses relating to public administration and/or organizational behaviour within the Department's Local Government Program, which includes Diploma and Masters programs in Public Administration. The appointee might also teach management and/or organizational behaviour within Administrative and Commercial Studies, an undergraduate unit within the Faculty of Social Science. Applicants should be able to demonstrate a sophisticated understanding of management issues within Canadian local government as well as the ability to teach and conduct research about these and related topics. Depending on qualifications and experience, the successful candidate might also be considered for the position of Director of the Local Government Program. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Applications, together with a curriculum vitae and the names of three referees, should be directed to: Dr. Andrew Sancton, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, ON N6A 5C2. Deadline for receipt of applications: January 15, 2002.

McMASTER UNIVERSITY — The Department of Political Science, in conjunction with the Programme in Communication Studies, invites applications for a tenure-track position at the Assistant Professor level commencing July 1, 2002. The Department seeks candidates in Political Theory and Communication Studies. In Political Theory the successful applicant will be required to teach at both the graduate and undergraduate levels and to participate in the Department's PhD programme. In Communication Studies he/she should have the ability to teach the introductory course and upper-level undergraduate courses. Communication Studies is a new interdisciplinary programme which was introduced in September 2001. The candidate should also have a completed PhD or be near completion. Outstanding research and teaching potential are necessary qualifications for this position. The Department expects the person who takes up the position to engage in an independent research programme yielding significant peer-reviewed publications. Applications, including a curriculum vitae, three academic letters of reference, and a copy of a recent publication or paper, should be sent to Dr. Richard Stubbs, Chair, Department of Political Science, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Deadline for applications: January 4, 2002.

McMASTER UNIVERSITY — The Department of Political Science invites applications for a tenure-track position at the Assistant Professor level starting July 1, 2002. The position is in Public Policy. The candidate must have a program of research in Canadian or Comparative Public Policy and have a thorough knowledge of the theories and approaches to Public Policy. The candidate should be able to teach undergraduate and graduate courses in Public Policy and be capable of participating in the Department's PhD programme in the field of Comparative Public Policy. The candidate should also have a completed PhD or be near completion. Outstanding research and teaching potential are necessary qualifications for this position. The Department expects the person who takes up the position to engage in an independent research programme yielding significant peer-reviewed publications. Applications, including a curriculum vitae, three letters of reference and a copy of a recent publication or paper should be sent to Dr. Richard Stubbs, Chair, Department of Political Science, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4M4. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Deadline for applications: January 25, 2002.

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in cultural representations of the health, illness, and the body, broadly conceived. Areas of research specialization are open, but might include: health-related discourses in the media, the arts, and popular culture; modes of embodiment; issues of health and social diversity, (i.e., gender, class, sexuality, ethnicity); the reproduction of ability and disability; therapeutic practices and rituals; cultural activism and rhetorics of resistance; idioms of trauma, distress and suffering; illness narratives; risk society; and healthism. The successful candidate will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

Simon Fraser University
Professorship in Women's Studies
Department of Women's Studies

The Women's Studies department at Simon Fraser University is seeking a candidate with outstanding academic and/or professional or activist record for the Ruth Wynn Woodward Endowed Professorship in Women's Studies. This is a one or two-year limited term appointment that will begin in September 2002. The area of specialization is open. The successful candidate would be expected to teach graduate as well as undergraduate courses. Applicants must have appropriate academic qualifications. Responsibilities will include half-time teaching, public lectures, and community outreach. Salary will be commensurate with experience.

In accordance with Canadian immigration requirements this advertisement is directed to people who are eligible for employment in Canada at the time of application.

Simon Fraser University is committee to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

Candidates should a) send a curriculum vitae and b) arrange to have sent directly three letters of reference which include an evaluation of their teaching, research, professional and community service to:

Meredith Kimball, Chair
Women's Studies Department
Simon Fraser University
Burnaby, BC V5A 1S6
Phone: 604-291-5526

Completed applications must be received by the Women's Studies Department no later than **January 31, 2002.** Please note that the department does not have the resources to process applications sent as e-mail attachments or by fax. Please send a hard copy either by regular mail or courier. Letters of reference may be sent by e-mail or fax (604-291-5518) providing a signed copy of the letter is sent at the same time. E-mail inquiries are welcome and should be sent to: kimball@sfu.ca.

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CAUT BULLETIN

McGill

Bell Canada Enterprises Chairs in E-Commerce

McGill University invites applications for one or two newly established Bell Canada Enterprises (BCE) Chairs in e-commerce. It is the wish of both BCE and McGill University that these Chairs should become a cornerstone of teaching and research on e-commerce at McGill University, in close cooperation with the Laboratoires Universitaires Bell. The Chairs will reinforce existing research in e-commerce research at McGill University, which is highly innovative and is based on an integrative approach bringing together scholars from various disciplines, particularly, Computer Science, Economics, Law, Management, and Psychology. The thrust of the research effort is to develop an in-depth, multi-level understanding of facets of e-commerce that are of high social and managerial significance, and to provide privileged settings for theoretical development in areas that are related to ongoing research at McGill. Four themes will be given priority in developing this integrative research agenda and are the focus of the Chairs. These are: Cryptography, Privacy and e-Cash; e-Governance; e-Consumer Psychology and e-Brands; and e-Commerce (the firm and the market). Further details of these themes are given on the McGill e-commerce web page at www.mcgill.ca/administration/vpacad/documents. The anticipated starting date for these positions is September 2002. The primary and (as appropriate) secondary affiliations of the Chairs to Faculties and Departments at McGill will be determined in part by the qualifications and expressed desires of the applicants.

The University encourages applications, at either the senior or junior levels, from outstanding candidates with a demonstrated interest and expertise related to any of the above four profiles. At the senior level applicants should have an established record of significant research productivity; candidates at the junior level should show evidence of the ability to establish such a record. An aptitude for undergraduate and graduate teaching is required at both levels.

Applications including: a curriculum vitae; description of current and proposed research areas; selected reprints of published or in press research articles (two copies of each); a description of areas of teaching competency, interest, and approaches; and other relevant material should be sent by **January 15, 2002** to:

The Chair, e-Commerce Search Committee
James Administration Building, Room 621
845 Sherbrooke St. West
Montreal (Quebec) H3A 2T5, Canada

Applicants should also arrange for (3) three confidential letters of recommendation to be sent to this address. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University encourages applications from all qualified candidates and is committed to equity in employment.

CAREERS CARRIÈRES

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in the politics of health. Areas of research specialization for this position might include: the political economy of health, illness and health care, social inequality and health, the politics of developing, implementing and/or contesting public policy, community activism and social movements concerning health; the role of governments in health and health care; the role of ideology, interests, and values in the politics of health, citizenship and health consumerism; legal and political discourses; human rights and social justice, and the policing of illness and disease. The successful candidates will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

POLITICAL SCIENCE/ EPIDEMIOLOGY & BIOSTATISTICS

THE UNIVERSITY OF WESTERN ONTARIO — The Departments of Epidemiology & Biostatistics and Political Science invite applications for a full-time probationary (tenure-track) faculty appointment at the rank of Assistant or Associate Professor. This position is a joint appointment between the Faculty of Medicine and Dentistry and The Faculty of Social Science. Applicants should have a PhD in political science, public administration, public health or health administration and have some experience as a manager or policy analyst in the health-care field. They should show evidence of strong research potential and excellence in teaching. Applicants will be expected to be able to teach graduate courses relating to health policy and administration and program evaluation and undergraduate courses in either health policy or public administration. They should be capable of supervising masters- and doctoral-level students in both departments and of researching health-policy formation, or evaluation, especially within Canada, at the national, regional, and local levels. Interested candidates should send a curriculum vitae and the names and addresses of three referees to: Dr. A. Sancton, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, ON N6A 5C2. The closing date for applications is March 1, 2002. Position subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position.

PROFESSIONAL WRITING & COMMUNICATION

UNIVERSITY OF TORONTO AT MISSISSAUGA (UTM) invites applications for a tenure-stream position in Professional Writing and Communication at the rank of Assistant Professor. Professional Writing and Communication is an interdisciplinary program, and applicants from a range of backgrounds in humanities, sciences and social sciences are invited to apply. UTM has a strong interdisciplinary commitment, a multicultural student body, and a modern, spacious campus. Preference will be given to applicants with teaching and research interests in writing, information technology, communications, and in related pedagogy. The appointee will be expected to develop an externally funded research program and contribute to a diverse undergraduate and graduate education Professional Writing and Communication is a developing program with close links to a new Culture, Communication and Information Technology Program (C.C.I.T.). The appointee is expected to contribute to the development of both programs. A PhD is required as of July 1, 2002 or soon thereafter. The successful candidate will teach graduate and undergraduate courses in the Professional Writing and Communication Program, CCIT Program and graduate courses at OISE/UT (Ontario Institute for Studies in Education) in the Department of Curriculum, Teaching and Learning. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. The deadline for submissions of applications is December 15, 2001. For more information about UTM, OISE/UT and these positions, please visit http://www.utm.utoronto.ca/academic/profwp/index.html, http://www.oise.utoronto.ca and http://www.oise.utoronto.ca/depts/ctl. Applications should include a Curriculum Vitae, and evidence of potential for excellence in research and teaching. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Professor Gary Crawford, Associate Dean, Social Sciences Division, University of Toronto at Mississauga, 3359 Mississauga Road North, 121 Kaneff Centre, Mississauga, Ontario, Canada L5L 1C6

PSYCHOLOGY

THE UNIVERSITY OF SASKATCHEWAN — The Psychology Department at the University of Saskatchewan is establishing a new, interdisciplinary Graduate program in Culture and Human Development. This will be a PhD program offering training in basic and applied research to create a new generation of developmental psychologists who are responsive to emerging questions regarding the cultural processes influencing human development. We are seeking a tenure-track faculty member at the Assistant Professor rank to contribute to the development, implementation, and integration of this new program with existing strong PhD programs in Clinical, Applied Social, and Basic Behavioral Sciences. Candidates with PhD's from any relevant discipline in Social Sciences or Humanities are encouraged to apply (e.g., Applied Developmental, Cultural Studies, Women's & Gender Studies, Anthropology, Sociology, Communication Studies, etc.). All candidates must have an active program of research in an area relevant to Culture and Human Development (e.g., cultural influences, popular media, cross-cultural comparisons). We are particularly interested in individuals with expertise in qualitative research, ethnography, and/or applied developmental methods. Candidates selected for interviews will have clearly demonstrated in a letter of intent how his/her program of research and teaching expertise would fit with a program in Culture and Human Development. Applied Social Psychology. Applications are invited for a tenure-track position in Applied Social Psychology at the Assistant Professor rank, effective July 1, 2002. Our department is looking for a candidate with a PhD who is trained in applied social psychology or experimental social psychology with applied interests, training, and experience. Evidence of commitment to programmatic research, an established publication record, and teaching effectiveness is required of the candidate. Individuals with training and/or experience in one or more of the following areas are invited to apply, industrial/organizational psychology, program evaluation, needs assessment, policy research, health psychology, community psychology, criminal justice, small group processes, and applied research design and methodology. We are especially interested in applicants with training and experience in organizational development and consultation. For further information please see www.usask.ca/psychology or contact Dr. Lorne Sippola (Culture and Human Development) at lorne.sippola@usask.ca or Dr. Louise Alexitch (Applied Social) at alexitch@sask.usask.ca. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified applicants, however, are strongly encouraged to apply. Applicants should send a curriculum vitae, statements outlining research and teaching interests, and 3 letters of reference to: Linda McMullen, Head, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 5A5. Deadline for applications is 15 January 2002 for the culture and human development position and 31 January 2002 for the applied social position.

McGILL UNIVERSITY — The Department of Psychology seeks applicants for a tenure-track position at the Assistant or Junior Associate Professor level in Human Cognitive Neuroscience or Human Cognitive Science. The deadline for receipt of completed applications is January 1, 2002, with an anticipated starting date of September 1, 2002. Applicants with interests in any area of human cognitive neuroscience or human cognitive science will be considered. The Department has excellent facilities for interdisciplinary research through its links with related academic departments at McGill and other universities in Montreal, research units in the McGill University Health Centre including the Montreal Neurological Institute, and McGill Cognitive Science. Applicants at the Assistant Professor level should present early evidence of the ability to establish a record of significant, externally funded research productivity, and applicants at the Associate Professor level should have such a record. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in press research articles, a description of areas of teaching competency, interests, and approaches, and other relevant material, should also be sent to Chair, Human Cognitive Neuroscience/Human Cognitive Science Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

THE UNIVERSITY OF GUELPH — The Department of Psychology invites applications for three tenure-track positions to begin August 1, 2002. A PhD is required for the appointments which will be at the Assistant Professor level. For all positions, the primary selection criteria are demonstrated excellence in teaching and research. Applicants should identify the position for which they are applying: (1). Behavioral neuroscience. Undergraduate teaching will focus on learning and neuropsychology. The research program should fall within the broadly construed area of cognitive science. (2): Quantitative psychology. In addition to teaching courses related to the individual's area of research, the successful applicant will be expected to teach undergraduate and graduate courses on measurement and statistics including multivariate techniques. The area of research specialization is open. (3): Applied social psychology. Undergraduate teaching may include introductory psychology. The research program will focus on any topic in applied social psychology including health psychology, psychology of law, and psychology of gender. Applications should include a curriculum vitae, a statement of research and teaching interests, and preprints/reprints. At least three letters of recommendation must support the application. All application materials should be submitted by December 7, 2001 to: Harvey H.C. Marmurek (marmurek@psyuoguelph.ca), Chair, Department of Psychology, University of Guelph, Guelph, ON, Canada, N1G 2W1. More information about the Department can be found at www.psychology.uoguelph.ca. Canadian citizens and permanent residents will be considered first for these positions. Positions are subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION OF THE UNIVERSITY OF TORONTO (OISE/UT) — Applications are invited for a tenure-stream position in Cognitive Development or Cognitive Psychology in OISE/UT's Department of Human Development and Applied Psychology, to start on July 1, 2002. The successful applicant will have a PhD and an established research program. Area of specialization is open, but suitable areas include: cognitive and/or emotional development; the attainment of expertise, application of cognitive principles to education, and critical thinking. Responsibilities will include research; teaching of students at the graduate level together with supervision of masters and doctoral theses, and teaching students who are preparing to become teachers. The preferred rank is assistant professor, but rank and salary will be commensurate with qualifications and experience. Applications, including a full curriculum vitae and three reprints or preprints, should be submitted by November 30, 2001, to Professor Michael Fullan, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Canada, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. For more information, please visit the department web site www.oise.utoronto.ca/depts/hdap. Informal inquiries about this position may be made to the Chair of the search committee, Keith Oatley, at koatley@oise.utoronto.ca or (416) 923 6641, ext. 2525.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION OF THE UNIVERSITY OF TORONTO (OISE/UT) — Applications are invited for a tenure-stream position in Health Promotion and Addictions Counselling in OISE/UT's Department of Adult Education, Community Development and Counselling Psychology. The successful candidate will have a doctoral degree, a background in counselling or clinical psychology with emphasis on health promotion or addictions research, and a well-developed program of research or the demonstrated ability to develop one. Preferred candidates will be eligible for registration with the College of Psychologists of Ontario. Responsibilities will include research, teaching of students at the graduate level together with supervision of master's and doctoral theses, and teaching students who are preparing to become teachers. Rank and salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2002. Applications, including a full curriculum vitae, should be submitted by December 31, 2001, to Professor Michael Fullan, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Canada, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. For more information, please visit the OISE/UT website at http://www.oise.utoronto.ca or the Department's website at http://www.oise.utoronto.ca/depts/adedco.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available in the area of Clinical Psychology. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm. Concordia University, Faculty of Arts & Science, is looking to fill two Canada Research Chairs in Psychology. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

THE UNIVERSITY OF MANITOBA — The Department of Clinical Health Psychology in the Faculty of Medicine invites applications for a contingent geographic full-time (GFT) Clinical Psychologist to join our Rural & Northern Community-Based Psychology Training Programme, beginning April 1, 2002 or as soon thereafter as possible. The position will be based in The Pas, Manitoba, a community of 8,000 located 600 km northwest of Winnipeg, and will also involve regular travel to Flin Flon, a community of 7,000 located 140 km north of The Pas. The successful applicant will be expected to provide a full range of psychological treatment and assessment services as well as consultation and programme development expertise to multidisciplinary teams in a variety of community health and mental health programmes of the Nor Man Regional Health Authority, including a ten-bed inpatient mental health unit at The Pas Health Complex. Clinical research, teaching and occasional supervision of psychology interns in our CPA and APA accredited internship programme are also expected. The starting salary will be $63,000 per year plus benefits. Academic rank will be commensurate with qualifications and experience. Candidates must have a PhD in Clinical Psychology from a CPA and / or APA accredited clinical psychology training programme, have completed a CPA and /or APA accredited internship, must be eligible for registration as a Psychologist in Manitoba, and must undergo pre-employment criminal records and child abuse registry checks. The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications will be January 1, 2002. Apply in writing, including a curriculum vitae, and the names and addresses of three references, to: Dr. John Arnett, Professor and Head, Department of Clinical Health Psychology, Faculty of Medicine, University of Manitoba, PZ 350, 771 Bannatyne Avenue, Winnipeg, Manitoba R3E 3N4, e-mail: jarnett@hsc.mb.ca

McMASTER UNIVERSITY — The Department of Psychology has two tenure track Assistant Professor positions to commence July 1, 2002. We are seeking faculty members with research programmes centered on social and/or emotional processing. We are particularly interested in candidates with research interests in one of neuroscience, evolution, development, developmental psychopathology, or neuropsychology. The Department of Psychology at McMaster University has a rich tradition in experimental psychology and is strong in the areas of perception, cognition, neuroscience, development, and animal behaviour (www.science.mcmaster.ca/psychology). Candidates should have a PhD, a strong record of research in their area, and excellent teaching skills. Applicants should send a curriculum vitae, statement of research and reprints of published work to Dr. Louis Schmidt, Chair Search Committee, McMaster University, Department of Psychology, 1280 Main Street West, Hamilton, Ontario, L8S 4K1, Canada. They should also arrange to have three letters of recommendation sent to Dr. Schmidt. Review of applicants will begin on December 1, 2001 and continue until the positions are filled. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity, and encourages applications from all qualified candidates including members of visible minorities, aboriginal peoples, persons with disabilities, and women.

CARLETON UNIVERSITY — The Department of Psychology. Subject to budgetary approval, Carleton University wishes to make a tenure-track appointment at the level of Assistant Professor to begin July 1, 2002. Preference will be given to candidates with research and teaching interests relevant to the development and application of knowledge in Computational Neuroscience. The Department of Psychology has a strong undergraduate and graduate program in experimental psychology and neuroscience. Further information can be obtained from our website at http://www.carleton.ca/. Applicants should send their curriculum vitae and representative publications to: Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, they should arrange to have three referees forward supporting letters to the same address. Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Interested persons from these groups are encouraged to apply. Applications will be reviewed beginning January 30, 2002.

SIMON FRASER UNIVERSITY — The Department of Psychology invites applications for a tenure-track position in Social Psychology under the Canada Research Chairs (CRC) program. This appointment will be a Tier II position at either the Assistant or Associate level. For information about the CRC program, see http://www.chairs.gc.ca. Applicants with a PhD in any area of social psychology and a strong record of research accomplishment will be considered. The Department is undergoing significant restructuring and will afford unique opportunities to the successful candidate. The Department's web page can be accessed at http://www.sfu.ca/psychology. Please submit a curriculum vitae, copies of representative publications, a summary of research objectives and teaching experience, and the names of three referees (please follow CRC guidelines for choice of referees) to: Dr. Kim Bartholomew, Acting Chair, Department of Psychology, Simon Fraser University, Burnaby, B.C., V5A 1S6. Deadline for receipt of applications is December 1, 2001. This position is subject to budgetary approval. Although this advertisement is directed to Canadian citizens and Permanent Residents of Canada, in accordance with Canadian immigration requirements, non-Canadians are also encouraged to apply. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified persons.

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in our CPA and APA accredited Clinical Psychology Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and the conduct of an on-going

Faculty Positions
Electrical & Computer Engineering

McMaster University has identified "Information Technology" as an area of strategic priority. This area which includes both Electrical and Computer Engineering is receiving special attention in terms of resource reallocation and faculty renewal. The Department of Electrical and Computer Engineering is seeking new faculty members at all ranks in the broad area of information technology with special emphasis on areas of electrical and computer engineering that include data and network communications, microelectronics, power electronics, communication systems, photonic and wireless technologies, Internet multi-media technologies and modern control.

Qualified candidates will have a strong commitment to research and teaching with the ability to establish or maintain a dynamic research program in their fields of expertise. They will also have strong communication skills and will be able to impart their knowledge and expertise to both undergraduate and graduate students.

McMaster University has an outstanding research environment and is well known for its innovation in teaching and program development, and offers attractive start-up packages to outstanding candidates. The Electrical and Computer Engineering Department has strong ties with government and industrial research laboratories throughout the world and is well positioned to take advantage of many new research opportunities in the area of telecommunications and information technology.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Rank and salary are commensurate with qualifications and experience. Further information on the department is available from http://www.ece.mcmaster.ca.

Applications complete with a curriculum vitae and the names of three references should be sent to: **Dr. T. Luo, Chair, Department of Electrical and Computer Engineering, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L7**; Telephone: 905-525-9140, ext. 23315; Fax: 905-523-4407; E-mail: ferracu@mcmaster.ca.

McMaster University
ENGINEERING

Director,
Centre for Computing and Information Systems

Athabasca University, Canada's Open University™, invites applications for a Director in its Centre for Computing and Information Systems (CCIS).

The Director of CCIS is expected to provide strong academic and administrative leadership to the Centre, especially in curriculum content and design, methods of on-line program and course delivery, and scholarship and research. As well, she or he will foster collaboration with educational, professional, and government agencies.

The Director will preferably have a Ph.D. in Computing and/or Information Systems. Candidates who have a master's degree in these areas and a doctorate in another appropriate discipline are also invited to apply. The Director will be aware of, and committed to, the potential of open, distance, and adult education, especially the use of communication technologies to enhance distance learning.

Athabasca University is located in the town of Athabasca in the beautiful cotlage country of north central Alberta, 145 kilometers north of Edmonton. It delivers university education to approximately 25,000 students per year. CCIS has 12 full-time academic and professional staff as well as several part-time tutors and academic experts. It offers a Bachelor of Science degree in Computing and Information Systems, a University Certificate and a M.Sc. in Information Systems.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration department regulations this advertisement is directed to Canadian citizens and permanent residents.

The appointment commences July 1, 2002 (or sooner), is for a five year renewable term, and includes a continuing academic appointment.

Applications should include a current resume, the names and addresses of three referees, and a brief outline of what the incumbent would like to achieve in the position. Applications should be sent to the **Co-ordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, AB T9S 3A3; or by e-mail to resume@athabascau.ca, or by fax to (780) 675-6135.**

Further information about this position may be obtained from Dr. Alan Davis, Vice-President, Acedemic, phone, (780) 675-6185, e-mail, aland@athabascau.ca. This position will remain open until a suitable candidate is found; howaver, the selection committee will start raviewing applications by January 1, 2002.

Athabasca University
Canada's Open University™

The University of Western Ontario

Academic Appointments
Faculty of Law

The Faculty of Law at The University of Western Ontario continues to grow and rejuvenate. We recently appointed several new members of Faculty. We expect to make additional appointments this year. Western's law program is rigorous and challenging and we are committed to excellence in teaching and research.

We invite applications for both Probationary (tenure-track) and limited term positions to commence on 1 July 2002. Superior candidates with interests in all areas of the law should apply. We particularly seek candidates interested in: Business Law (including Tax), Property and Trusts, Administrative Law.

Candidates must have superior academic records. This normally includes at least an LLM (or equivalent) and evidence of potential excellence in scholarly research and teaching. They should in addition have the willingness to contribute to the intellectual and scholarly life of the Faculty and University communities.

Letters of application, together with a curriculum vitae, and the names and addresses of three academic referees, should be sent to:

Dean Ian Holloway
Faculty of Law
The University of Western Ontario
London, Ontario, N6A 3K7

The closing date for applications is **10 December 2001.**

Positions are subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for these positions. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal peoples and persons with disabilities.

McGill

Research Associate
Department of Anatomy and Cell Biology

A funded position for a Research Associate is available immediately to study the molecules which regulate morphological transformations of the early secretory pathway. The study involves the application of advanced biochemical, molecular and electron microscope techniques to uncover the molecular mechanisms by which compartmentalization of the early secretory pathway is linked to human disease. Salary will be commensurate with experience.

Interested individuals are invited to apply before **December 15th** submitting a covering letter stating career goals and interests, a brief Curriculum Vitae, and 3 reference letters, to:

Dr. John J. M. Bergeron, Chair
Anatomy & Cell Biology, McGill University
3640 University Street
Montreal, Quebec H3A 2B2

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Dean, Atkinson Faculty of Liberal & Professional Studies

Applications and nominations are invited for the position of Dean of the Atkinson Faculty of Liberal and Professional Studies of York University.

The Context:
Founded in 1959, York University is Canada's third largest university. Located within the city of Toronto, York attracts 40,000 full- and part-time students annually from around the world. York has developed an international reputation for excellence in research and teaching, and innovative academic programs.

The Atkinson Faculty of Liberal and Professional Studies is a vital part of York University. Undergraduate and graduate programs are delivered through the following schools and departments: School of Administrative Studies; Analytic Studies and Information Technology; School of Arts and Letters; School of Health Policy and Management; School of Nursing; Department of Psychology; School of Social Sciences; and School of Social Work. Further information on the Atkinson Faculty of Liberal and Professional Studies can be found on the Web at http://www.atkinson.yorku.ca/. An information package can be obtained from the Secretary of the Search Committee at the address below.

The Candidate:
Candidates for Dean should have academic qualifications and administrative experience to provide leadership in the teaching and research missions of the Faculty, and to assume responsibility for the Faculty's budget, general administration and future development.

The Appointment:
The appointment is for five years, commencing July 1, 2002.

Affirmative Action:
York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The University welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's Website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

Application:
Applications and nominations should be submitted by **December 1, 2001** in care of:

Secretary of the Search Committee
Dean of the Atkinson Faculty of Liberal and Professional Studies
c/o The University Secretariat
S883 Ross Building
York University
4700 Keele Street
Toronto, Ontario M3J 1P3
Telephone (416) 736-5012
Fax (416) 736-5769

research program. We have a strong preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. The anticipated start date for the position is July 1, 2002. Information about the Department can be found at: http://www.psychology.uwaterloo.ca. Review of applications will begin on December 1, 2001 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in Industrial/Organizational Psychology. The successful candidate must have a PhD in Psychology, Organizational Psychology, or equivalent field, and published research. Candidates with expertise in either personnel or organizational psychology will be considered. Responsibilities will include undergraduate and graduate teaching, graduate student supervision, and the conduct of an on-going research program. Information about the Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated start date for the position is September 1, 2002. Review of applications will begin on December 1, 2001 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: I/O Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position. This appointment is subject to the availability of funds.

CARLETON UNIVERSITY — The Department of Psychology wishes to make a tenure-track appointment at the level of Assistant Professor to begin July 1, 2002. Preference will be given to candidates with research and teaching interests in the area of Personality Assessment. We are particularly interested in individuals with research interests that are related to health and well-being, and who could contribute to the strength and growing commitment of our department in the Health Psychology area. The Department of Psychology has a strong undergraduate and graduate program in experimental psychology. Further information can be obtained from our website at http://www.carleton.ca/. Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Interested persons from these groups are encouraged to apply. Applications will be reviewed beginning January 30, 2002.

THE UNIVERSITY COLLEGE OF THE CARIBOO — The Department of Psychology invites applications for a full-time continuing position. Duties: Responsibilities will include teaching courses in Introductory Psychology and senior-level courses in Cognition and Memory/Learning. Qualifications: The successful candidate must have a PhD in Psychology, have teaching experience at the post-secondary level, be actively engaged in scholarship. Commencement date: 01 August 2002. Closing date for applications: Evaluation of applications will commence 01 December 2001 and continue until the position has been filled. For further information about this and other positions, please visit our web site at: http://www.cariboo.bc.ca/ri/job/hlm. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #03-143 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Ilene Bazell, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3. We wish to thank all applicants; however, only those under consideration will be contacted.

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track faculty positions in the Department of Psychology in the areas of Applied Developmental/Clinical Neuropsychology and Clinical Neuropsychology commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: December 17/01. Contact: Dr. Shelagh Towson, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2215, Fax: 519.973.7021, Email: towson@uwindsor.ca

RECREATION & LEISURE STUDIES

BROCK UNIVERSITY — The Department of Recreation and Leisure Studies invites applications for a tenure track position at the assistant professor level effective July 1, 2002. Candidates should have a Doctorate in recreation and leisure studies or a related field. Preference will be given to those candidates who teach and conduct research in one or more of the following areas: social psychology/sociology of leisure, research methods, and/or recreation management. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. David Fennell, Chair, Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences, Brock University, St Catharines, Ontario, L2S 3A1. Closing date for applications is January 8, 2002 or until a suitable candidate is found. This position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca

BROCK UNIVERSITY — The Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences invites applications for a tenure track position in therapeutic recreation at the assistant professor level effective July 1, 2002. Candidates should have a PhD in recreation and leisure studies or a related field. Preference will be given to those candidates with the ability to teach and conduct research in a combination of the following areas: therapeutic recreation programs, models and assessment processes; philosophy of therapeutic recreation, and/or leisure in the lives of persons with disabilities or illnesses. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. David Fennell, Chair, Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until January 8, 2002 or until a suitable candidate is found. This position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca

RELIGIOUS STUDIES

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in cultural representations of the health, illness, and the body, broadly conceived. Areas of research specialization are open, but might include: health-related discourses in the media, the arts, and popular culture; modes of embodiment; issues of health and social diversity, (i.e., gender, class, sexuality, ethnicity); the reproduction of ability and disability; therapeutic practices and rituals; cultural activism and theories of resistance; idioms of trauma, distress and suffering, illness narratives, risk society; and healthism. The successful candidate will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in the politics of health. Areas of research specialization for this position might include: the political economy of health, illness and health care; social inequality and health; the politics of developing, implementing and/or contesting public policy; community activism and social movements concerning health; the role of governments in health and health care; the role of ideology, interests, and values in the politics of health; citizenship and health consumerism, legal and political discourses; human rights and social justice, and the policing of illness and disease. The successful candidates will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

RUSSIAN

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Subject to budgetary approval, the Department of German and Russian invites applications for a tenure-track position in Russian at the Assistant Professor level to commence September 1, 2002. In addition to Russian language and literature at all undergraduate levels, the successful candidate will be required to teach introductory courses in German. Near native fluency in Russian is required. The successful applicant will have a doctorate in hand by the date of appointment and be able to submit evidence of effective teaching and research potential. Please send a curriculum vitae, and the names and addresses of three referees, to Dr. Richard Bigner, Head, Department of German and Russian, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. The closing date for applications is December 31, 2001. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programmes to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. Priority will be given to Canadian citizens and permanent residents of Canada.

RUSSIAN & SLAVIC STUDIES

McGILL UNIVERSITY — Russian & Slavic Studies. Applications are invited for a tenure-track appointment at the Assistant Professor level beginning September 2002. Applicant must hold the PhD by the time of appointment. Specialization open. Strong commitment to advanced research, flexibility in developing and teaching undergraduate and graduate literature courses, innovative language teaching, and cooperation with other programs in the Faculty. For teaching purposes candidate must be fluent in Russian and English. Knowledge of French is an asset. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. Applications with c.v., samples of written work (English and/or Russian, as appropriate), all University transcripts (for Russian/Soviet documents, copies must be certified by your present department — all others must be certified original transcripts) and three letters of recommendation should be sent to: Professor Paul M. Austin, Chair, Russian & Slavic Studies, McGill University, 688 Sherbrooke Street West, Suite 0425, Montreal, QC, Canada, H3A 3R1. McGill University is committed to equity in employment. Deadline: January 4th, 2002.

SCIENCE ÉCONOMIQUE

L'UNIVERSITÉ YORK — Le Département de science économique du Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sollicite des candidatures pour un poste menant à la permanence, au rang de professeur(e) adjoint(e). La création de ce poste est liée à l'autonomisation du département de l'Université. Les candidat(e)s doivent être bilingue français-anglais et détenir un doctorat en science économique. Toutes les spécialisations sont ouvertes, mais nous encourageons particulièrement les spécialistes en macroeconomie, finances publiques et en méthodes quantitatives (statistique et économétrie). Les candidat(e)s doivent pouvoir enseigner et faire de la recherche en français et en anglais. Les fonctions comprennent l'enseignement au niveau du 1er cycle, et éventuellement au niveau des 2e et 3e cycles, ainsi que la recherche et les tâches administratives. On donnera la préférence aux candidat(e)s qui ont de l'expérience dans l'enseignement, qui disposent d'un dossier solide en recherche et publication indiquant une connaissance des études en français et en anglais, qui ont les compétences nécessaires pour contribuer activement au programme d'études supérieures de York. Le salaire offert sera fixé en fonction de la convention collective et de l'expérience. Prière de faire parvenir une lettre de candidature accompagnée du curriculum vitae à Monsieur Xavier de Vanssay, directeur, Département de science économique, Collège universitaire Glendon, Université York, 2275 Bayview Avenue, Toronto (Ontario) M4N 3M6. Date d'entrée en fonction : le 1er juillet 2002. Les candidat(e)s doivent prendre des dispositions pour faire envoyer directement trois lettres de recommandation au directeur du département. L'une de ces recommandations au moins doit porter sur l'enseignement. L'étude des candidatures commencera le 15 janvier 2002 et se poursuivra jusqu'à la prise de décision. L'Université York a adopté un programme d'action positive pour l'embauche des professeurs/professeures et des bibliothécaires. Ce programme s'applique aux femmes, aux minorités raciales et visibles, aux personnes ayant un handicap et aux autochtones. Les personnes appartenant à l'un de ces groupes doivent en faire état pour bénéficier du programme d'action positive. Le département de science économique encourage les demandes d'emploi des personnes appartenant à ces groupes. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web

de York à l'adresse www.yorku.ca/acadjobs/, ou demander un exemplaire du programme auprès du Bureau du programme d'action positive au numéro (416) 736-5713. On examinera en priorité pour ce poste fa candidature des personnes de nationalité canadienne ou détenant le statut de résident permanent

SOCIAL JUSTICE

THE UNIVERSITY OF REGINA — The Canada Research Chairs (CRC) Program was established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world-class centres of research excellence in the global, knowledge-based economy. More information on the CRC program can be found at www.chairs.gc.ca. The Faculty of Arts is seeking to fill one Tier I Research Chair in the University of Regina's strategic research area of social justice with an appointment starting July 1, 2002. The successful candidate will be given an academic appointment in one of the Faculty's academic units which comprise 14 departments (Anthropology, Economics, English, French, Geography, Germanic Studies, History, Indian Studies, Indian Languages (Literature & Linguistics, Philosophy & Classics, Political Science, Psychology, Religious Studies, Sociology & Social Studies), two schools (Journalism and Human Justice) and the Women's Studies Program. Senior Chair (Tier 1) candidates must be scholars recognized by their peers as world leaders in their research fields. Chair candidates should have a strong commitment toward interdisciplinary research and the capacity to lead interdisciplinary groups of scholars. Details on the University of Regina Strategic Research Plan are available at http:// www.uregina.ca/spesf/vpresearch/documents/CRC_Strategic_Plan_Jan2001.html. Nominations and/or applications including a curriculum vitae, a five-year plan summarising the candidate's future research and its relevance to social justice and three (3) confidential letters of recommendation sent under separate cover by the candidate's referees should be forwarded to Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK S4S 0A2; Fax 306-585-5368. Nominations/applications should be received by December 31, 2001. Please note that all CRC positions are subject to review and final approval by the CRC Secretariat. The University of Regina is committed to employment equity.

THE UNIVERSITY OF WINDSOR invites applications for tenure-track position in the Department of Sociology and Anthropology in the area of Social Justice commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications November 20/01. Contact Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON. N9B 3P4; Tel: 519 253 3000, Ext. 2190, Fax 519 971 3621, Email lynnep@uwindsor.ca

SOCIAL STUDIES

THE UNIVERSITY OF VICTORIA — The Department of Curriculum and Instruction invites applications for a tenure track position at the Assistant Professor level in the area of Social Foundations/Social Studies Education. Teaching responsibilities will include Social Foundations of Education across elementary, middle school and secondary levels in undergraduate and graduate programs, and elementary and middle school social studies content and methodology courses at the undergraduate level. The potential candidate should have a PhD or Ed.D in social foundations of social studies education, school teaching experience and an active research agenda. Knowledge of British Columbia Schools, a background in learning theory and experience in multicultural, anti-racist or First Nations Education is desirable. Effective date of appointment will be July 2, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Applications should include curriculum vitae, and the names of three referees. Applications should be sent before December 5, 2001 to: Dr. Roy Graham, Chair, Department of Curriculum and Instruction, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC V8W 3N4, ibertiol@uvic.ca, http://www.educ.uvic.ca

SOCIAL WORK

THE UNIVERSITY OF BRITISH COLUMBIA — School of Social Work and Family Studies. Applications are invited for an Assistant or Associate Professor, tenure stream position. MSW in Social Work required, PhD preferred. The successful candidate will be expected to advance First Nations Social Work education, curriculum development and research. Responsibilities of the position will include support for an integrated First Nations BSW degree, and liaison with First Nations communities. The candidate will teach undergraduate (BSW) and graduate level (MSW) courses related to social work practice and/or policy. Demonstrated ability and interest in high quality teaching; excellence in scholarly activities, broad and substantive knowledge of, and experience in First Nations issues, and ability to liaise with First Nations communities, organizations and students will be criteria in selection. Preference will be given to First Nations applicants. In 1999, the Social Work program joined with Family Studies to create the new School of Social Work and Family Studies. Faculty members cooperate and participate at all levels including research, development of courses, and administrative responsibilities. Closing Date: December 14, 2001, or until suitable candidate is found. Applications and curriculum vitae for the position, together with the names of three references, should be forwarded as soon as possible to: Professor Graham Riches, Director, School of Social Work and Family Studies, University of British Columbia, 2080 West Mall, Vancouver, B.C. V6T 1Z2 Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; Subject to final budgetary approval, the appointment will begin July 01, 2002 or as soon thereafter as approval is received. Please check the School's web page for updates and further information. www.swfs.ubc.ca

WILFRID LAURIER UNIVERSITY — The Faculty of Social Work invites applications for four tenure-track faculty positions (one position is subject to budgetary approval). The Faculty is strongly committed to increasing its racial and ethnic diversity and the representation of persons with disabilities. For all four positions, candidates should have a graduate degree in social work and strong preference will be given to those who have completed or are near completion of a doctoral degree. We are seeking candidates with demonstrated competency in teaching and who can contribute to the scholarly activity of the faculty through a promising publication record and a program of research. The Faculty has programmes at graduate levels only and appointees will be expected to teach and supervise research at the master's and doctoral levels. Priority for two tenure track positions will be given to candidates with expertise in broad-based clinical practice with diverse populations. Priority for the third tenure track position will be given to candidates whose experience and expertise will enable them to bridge micro and macro practice and teaching. Priority for the fourth tenure track position will be given to candidates who bring an aboriginal perspective to social work practice and education and can provide leadership in strengthening links with aboriginal communities. Appointment for all positions will commence July 1, 2002 at rank and salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The university is committed to employment equity and invites applications from women, visible minorities, aboriginal persons, and persons with disabilities. Applicants may also be considered for limited-term and sessional positions designed to address the short-term teaching needs of the Faculty. Applicants should send a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three letters of reference to: Professor Luke Fusco, Dean, Faculty of Social Work, Wilfrid Laurier University, Waterloo, ON, Canada N2L 3C5. Applications will be accepted until December 28, 2001, or subsequently, until the positions are filled.

McMASTER UNIVERSITY — A tenure track joint appointment will be made in Labour Studies and another department related to the candidate's area of interest, by McMaster University at the Assistant Professor level commencing July 1, 2002. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Geography, Political Science, Social Work and Sociology. This appointment is made possible by the recent designation of Work and Society as a strategic area by the University. This is an interdisciplinary subject area that focuses on all forms of work (paid and unpaid) and links the work experience with gender and race relations, state regulation, aging, family life and the community. This initiative has resulted in the founching of an interdisciplinary M.A. in Work and Society, and the establishment of new educational links with labour and community groups. Responsibilities will include undergraduate and giaduate teaching, supervision of giaduate students, and building links with community and labour groups. The successful candidate will be expected to attract research funds and carry out an independent research programme leading to peer-reviewed publications. Candidates should have an interdisciplinary approach to studies in work issues, labour and society and must have a PhD in a relevant discipline. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Work and Society's focus on the ways in which structuial forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with the Labour Studies Progiamme's longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies and the Work and Society strategic area can be found on the Labour Studies Home Page at www.socsci.mcmaster.ca/~labinst/. Applicants should send a curriculum vitae and arrange to have three fetters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario L8S 4M4. The application deadline is January 2, 2002. Canadian Citizens and Permanent Residents will be considered first for this position.

THE UNIVERSITY OF BRITISH COLUMBIA — Applications are invited for an Assistant Professor, (MSW, PhD required) or Instructor (MSW required) tenure stream position. Level will be dependent on qualifications and the candidates ability to undertake scholarly activity related to field education. The successful candidate will be expected to provide leadership to the Field Education piogiam (undeigraduate and giaduate), oiient and liaise with field education instructors, contribute to practice teaching (field community) and to research. Experience in field education management, community knowledge and a capacity to establish effective relationships with the practice community will be major selection criteria. Demonstrated ability and interest in high quality teaching desirable. In 1999 the Social Work and Family Studies programs were merged to create the new School of Social Work and Family Studies. Faculty members cooperate and participate in research, development of courses, and administrative responsibilities. Closing date December 14, 2001 or until suitable candidate is found. Applications and curriculum vitae for the position, together with the names of three references, should be forwarded as soon as possible to: Professor Graham Riches, Director, School of Social Work and Family Studies, University of British Columbia, 2080 West Mall, Vancouver, BC V6T 1Z2, Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply in accordance with Canadian immigration requirements, this position is directed to Canadian citizens and permanent residents. Subject to final budgetary approval, the appointment will begin July 1, 2002. Please check the School's web page for updates and further information: www.swfs.ubc.ca.

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in the politics of health. Areas of research specialization for this position might include: the political economy of health, illness and health care, social inequality and health, the politics of developing, implementing and/or contesting public policy; community activism and social movements concerning health; the role of governments in health and health care, the role of ideology, interests, and values in the politics of health, citizenship and health consumerism; legal and political discourses; human rights and social justice, and the policing of illness and disease. The successful candidates will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

OKANAGAN UNIVERSITY COLLEGE — Social Work. Applications are invited for the position of Director, School of Social Work, reporting to the Dean, Faculty of Health and Social Development at OUC, situated in scenic Kelowna, British Columbia. The school offers an accredited, two-year undergraduate generalist program that features a Child Welfare Specialization and operates its own socio-economic research centre. The school collaborates with the University of British Columbia on its delivery of an MSW to practitioners within the region. An expanding comprehensive university mandate and a new tenure system provides the context for the program. The institute strongly values teaching excellence. OUC is currently working with its constituents to seek expansion of the research mandate, funding and program mission of the institution. The Director will provide administrative and academic direction for the School and the Okanagan Social and Community Research Centre, with support from a half-time Chair. The successful candidate must have proven academic leadership and administrative skills, with a strong record of innovation, along with solid evidence of scholarship and a developed program of social work or interdisciplinary research. Experience with graduate programming, grantsmanship and international programming is strongly preferred. Pie preferred qualifications include at least one graduate degree in social work, and a completed PhD. This is a five year continuing term appointment effective on or before August 1, 2002. Interested candidates should forward their resume, quoting Competition No. OSAOM01 by November 23, 2001, to: Human Resources, Okanagan University College, 1000 K.L.O. Road Kelowna, BC V1Y 4X8. Full details on this and other positions currently open at Okanagan University College may be viewed on our website at www.ouc.bc.ca/jobpostings.

SOCIDLOGY

UNIVERSITY OF TORONTO AT SCARBOROUGH — Division of Social Sciences, invites applications for a budget-approved, full-time tenure-stream position in Sociology at the Assistant Professor level, to commence 1 July 2002. The successful candidate will have a research and teaching interest in Crime, Oeviance, Criminology or Law and Society, and will teach undergraduate and graduate courses in this area. Applicants must have a PhD in Sociology by the time of appointment; succesful teaching

University of Alberta
Edmonton

Faculty of Nursing

Canada Research Chair In Nursing

The Faculty of Nursing at the University of Alberta is seeking to nominate a Tier II Canada Research Chair. The Canada Research Chairs Program was recently established by the Canadian Government to foster world-class research excellence (see http:\www.chairs.gc.ca for Terms of Reference). The Faculty of Nursing has over 65 full-time faculty members and a major commitment to research excellence, attracting over $2.6 million in research revenue in 2000. Our key focal areas of research are symptom management and therapeutic intervention, healthy human development, health policy, and teaching excellence and innovation. Strategic priorities in the Faculty include strengthening relationships with health-service partners in order to build research capacity, enhance research utilization and foster collaborative research with practitioners. Of particular note are two new interdisciplinary research institutes, focusing on cardiac sciences and neuroscience with The Capital Health Authority which will be established in the near future. We are committed to collaborative international research and have a vibrant international center within the Faculty.

Tier II candidates should be emerging researchers with the potential to achieve international recognition as leaders in their fields in five to ten years. The appointee to this Chair would be expected to develop and lead programs of innovative focused research, particularly clinical research, which will contribute to capacity building in the Faculty and enhance our partnerships with clinical facilities. The Chair's contribution to capacity building will involve graduate research training and some teaching, mentoring of colleagues and young researchers and the development of collaborative initiatives.

There are a number of research centers within the Faculty including the Institute for Philosophical Nursing Research, the Women's Health Research Centre and the Canadian Centre for Knowledge and Policy Research, led by Dr. J. Lander, and funded through Canadian Health Services Research Foundation (CHSRF). In addition, the Faculty has significant involvement in interdisciplinary centers and institutes established under the auspices of the Health Science Council, several of which are directed by researchers from the Faculty of Nursing. The International Institute for Qualitative Methodology, directed by Dr. J. Morse; the John Dossetor Centre for Health Ethics, directed by Dr. V. Bergum; the Centre for Gerontology, directed by Dr. M. Wood; and, the Centre for Health Promotions.

The Faculty of Nursing at the University of Alberta was the first in Canada to launch a funded doctoral program (1990) which is currently considered the flagship doctoral Faculty of Nursing program in Canada, having the largest number of doctoral students in nursing in the country. The current PhD enrollment is 63 and Master's enrollment is 118. This is set to increase substantially with the receipt of Alberta Government funding for an additional 48 (full-time) PhD seats and 60 Master's (full-time) seats over the next four years. Further information on the Faculty's academic programs and research can be found on our website www.nursing.ualberta.ca

The University of Alberta is one of the major research universities in Canada with over 30,000 students and research funding in excess of $230 million per year. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards over the past 10 years. The 89-hectare campus contains outstanding educational, research and cultural facilities and has been a major host site for events such as the World University Games, the Commonwealth Games, and the 2001 World Championships in Athletics. The University has been the origin of 38 active spin-off companies that have created more than 3300 jobs in the Edmonton area. Over 180 formal linkages have been forged with institutions in 46 countries giving the U of A vital international academic relationships.

Alberta is currently privileged with respect to research funding. Not only are Albertan researchers enabled access to national research funding but also to provincial funds provided through the Alberta Heritage Foundation for Medical Research (AHFMR). AHFMR has been instrumental in positioning Alberta as one of the top 10 health research environments in North America. AHFMR is currently supporting the research and research related activities of 13 nurse academics in the Faculty. Additionally, several of our graduate students receive funding support from AHFMR. Faculty and research students are also supported by national funding agencies eg CIHR, CHSRF.

Edmonton, with a metro population of about 900,000, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, successes in athletics and team sports, average of 12.3 hrs per day of sunshine and the lowest taxes in the country.

Applicants must be doctorally qualified with an established program of research, and eligible to be registered as a nurse in the Province of Alberta. Please forward your letter of application, curriculum vitae, and a proposed 5-year research plan by November 30, 2001 to:

Dean Genevieve I. Gray, Faculty of Nursing,
3-129 Clinical Sciences Building, University of Alberta,
Edmonton, Alberta, Canada T6G 2G3

Dean Gray will also be pleased to provide further information on this position and may be contacted at (780) 492-6761 or by email genevieve.gray@ualberta.ca

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

experience, especially in large classes will be considered an asset We particularly welcome candidates with research and teaching interests in diversity or methoooiogy. The closing date for applications is December 7 2001. Send applications with curriculum vitae, samples of publications or writing, plus evidence of teaching ability, and arrange for letters of reference to be sent from three referees to: Prof. Sue Horton, Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, M1C1A4. The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas The position will remain open until filled Canadian citizens and permanent residents will be considered first for this position

THE UNIVERSITY OF MANITOBA — The Department of Sociology is committed to excellence in teaching and research. It offers undergraduate programs in Sociology and Criminology and has M.A. and PhD programs. The Department is pleased to invite applicatorns for a full-time probationary appointment m Criminology, subject to budgetary approval, at the Assistant Professor rank. The successful candidate must have a PhD in Sociology or related discipline by the commencement of the appointment and the ideal candidate would have demonstrated competence in teaching and research Duties for these positions include undergraduate and graduate teaching, research in the candidate's areas of expertise, and service within the University and the community Student interest in Criminology is very strong at both the undergraduate and graduate degiees. All areas of expertise within the area of Criminology are being considered We are looking for a colleague who will help broaden the range of expertise in an excellent program. The normal teaching load for Faculty of Arts academic staff members is 15 credit hours per Regular Session. Probationary appointees receive reductions in teaching and service for the first two years of their appointment. This appointment will begon on July 1, 2002. The 2002-2003 salary floor for this position is $42,524 (under review) Starting salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Inquiries and applications, including names and addresses of three references, curriculum vitae, sample research materials and a summary of current and future research interests should be sent by December 15, 2001 to: Dr. David Pokotylo, Head, Department of Anthropology & Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC V6T 1Z1.

RYERSON UNIVERSITY — Canada's leading university for applied education with over 40 career-orrented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development. The Department of Sociology invites applications for a Tenure-Stream Faculty position at the Assistant Professor level, commencing August 1, 2002, subject to budgetary approval. We are looking for scholars particularly interested in teaching career-oriented university students at the undergraduate level, with experience in effective university teaching, and particular expertise in the sociology of race and ethnicity and at least one other area in sociology Applicants must also be able to demonstrate some capacity for research. The successful candidate should have a PhD, and will be expected to participate in ongoing departmental and curricular activities. Application letters must include a current curriculum vitae indicating specific courses taught for which the applicant has borne full academic responsibility, the most recent graduate school transcript, and the names, addresses, telephone numbers and e-mail addresses of three academic referees, at least one of whom can specifically assess the applicant's classroom teaching. Applications must be received by noon (local time), Friday, February 1, 2002. Send to Murray Pomerance, Chair, Department of Sociology, A-812, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3, or deliver applications by hand to Anne Gibbons, Departmental Secretary, Room 800, Jorgenson Hall. The Department will not accept applications by e-mail or fax. The Department thanks all applicants but only those who are to be interviewed will be contacted. For further information about the Department, consult our Web page at www.ryerson.ca/soc Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to three tenure-track positions available for candidates specializing in one or more of the following areas: social justice and moral regulation, social movements and political or economic sociology. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

McMASTER UNIVERSITY — A tenure track joint appointment will be made in Labour Studies and another department related to the candidate's area of interest, by McMaster University at the Assistant Professor level commencing July 1, 2002 Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Geography, Political Science, Social Work and Sociology. This appointment is made possible by the recent designation of Work and Society as a strategic area by the University. This is an interdisciplinary subject area that focuses on all forms of work (paid and unpaid) and links the work experience with gender and race relations, state regulation, aging, family life and the community This initiative has resulted in the launching of an interdisciplinary M.A. in Work and Society, and the establishment of new educational links with labour and community groups. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students, and building links with community and labour groups. The successful candidate will be expected to attract research funds and carry out an independent research programme leading to peer-reviewed publications. Candidates should have an interdisciplinary approach to studies in work issues, labour and society and must have a PhD in a relevant discipline. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Work and Society's focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with the Labour Studies Programme's longstanding commitment to teaching and research that reflects the diversity and concerns of the community Further information on Labour Studies and the Work and Society strategic area can be found on the Labour Studies Home Page at www.socsci.mcmaster.ca/~labrst/. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario L8S 4M4 The application deadline is January 2, 2002. Canadian Citizens and Permanent Residents will be considered first for this position.

QUEEN'S UNIVERSITY — The Department of Sociology invites applications from excellent teachers and researchers for a tenure-track appointment at the Assistant Professor level, focusing on the sociocultural aspects of communication and information technology (CIT), commencing July 1, 2002. Candidates should possess a Doctoral degree in Sociology Salary will be commensurate with experience and qualifications. Duties include undergraduate and graduate teaching and supervision and conducting research in the CIT field with emphasis on globalization, cultural industries, the relationship between communication technology and contemporary culture, and telecommunication policy. One of the Departments concentrations in the PhD program is the sociology of communication and information technology We are seeking a person who will also make a strong contribution to the teaching program of the Department, especially social theory, methodology, or race and ethnicity and who will participate on a rotating basis in teaching the introductory course. Applications, including curriculum vitae, should be sent to Dr. Annette Burfoot, Chair, Appointments Committee, Department of Sociology, Queens University, Kingston, Ontario, K7L 3N6, Canada. Applicants should also arrange for three reference letters to be sent to the same address. The closing date for receipt of applications and letters of reference is November 30, 2001. Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Further information about the Department and University is available at www.info.queensu.ca

McGILL UNIVERSITY — Sociology. Applications are invited for two tenure-track appointments at the Assistant Professor level, one in the area of medical sociology and one in gender, commencing September 2002. Ability to teach advanced qualitative or quantitative methods is expected. Knowledge of French is an asset. McGill University is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. For more information on the Department, visit its website at http://www.arts.mcgill.ca/programs/sociology/index htm. Interested persons should write to: The Chair, Recruitment Committee — Medical Sociology Position or The Chair, Recruitment Committee — Gender position, (whichever is applicable), Department of Sociology, McGill University, Room 712, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should ask three references to send confidential letters on their behalf Applications should be received by 1 December 2001, but will be accepted until the positions are filled.

McGILL UNIVERSITY — The McGill School of the Environment (an interfaculty programme) and the Department of Sociology invite applications for an assistant professor in demography beginning September 2002. Candidates must have a doctorate in sociology or demography and be interested in conducting research on the interface between population studies and environmental issues Potential research profiles for the successful candidate might include, but not be limited to, topics such as population growth, demographic pressures on natural resources, climate change, biodiversity, or environmental policy concerns. The normal teaching load is two courses per semester, one for each unit. Salary will be commensurate with qualifications Some knowledge of French will be considered an asset. McGill University (www.mcgill.ca) is committed to equity in employment. Applications should be received by 1 December 2001, but will be accepted until the position is filled Candidates must forward two copies of a CV, a statement of research and teaching interests, and a sample of written work. Applicants should ask three referees to send confidential letters on their behalf. Address applications and other materials to: The Chair, Recruitment Committee — Demography Position, Department of Sociology, Leacock, 712, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. Tel (514) 398-6847; Fax (514) 398-3403.

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor commencing July 1, 2002. We seek a scholar with an interest in cultural representations of the health, illness, and the body, broadly conceived. Areas of research specialization are open, but might include: health-related discourses in the media, the arts, and popular culture, models of embodiment; issues of health and social diversity, (i.e., gender, class, sexuality, ethnicity); the reproduction of ability and disability; therapeutic practices and rituals; cultural activism and rhetorics of resistance; idioms of trauma, distress and suffering; illness narratives; risk society; and healthism. The successful candidate will be jointly appointed in the Health Studies Programme and an academic department in the Faculty of Social Sciences (Anthropology, Economics, Kinesiology, Political Science, Religious Studies, Social Work, or Sociology). Candidates must have a PhD, and demonstrate the ability to develop a strong interdisciplinary research programme in the area of health, successfully compete for external research funding, and disseminate the results of this program in significant peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary BA program and provide undergraduate and graduate instruction and supervision in the department to which they are appointed. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: Dr. Roy Cain, Director, Health Studies Programme, McMaster University, Hamilton, ON L8S 4M4. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Closing date for applications is January 4, 2002. Information on the Health Studies Programme can be found at www.socsci.mcmaster.ca/healthst.

McMASTER UNIVERSITY — Health Studies is a new interdisciplinary programme that focuses on the significance of health and illness in social and cultural context. The perspectives of the social sciences and humanities are brought to bear on exploring the diverse meanings and practices associated with health and health care. We invite applications for a tenure track position at the rank of Assistant Professor

CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identificatron and removal of artificial barriers to the selection, hiring, promotron and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential natuie.

As a service to CAUT members interested in positrons available in other countries, the *Bulletin* accepts advertisements for these positions. The view of acceptable freedom and the extent to which it is protected in other countries may vary Except in the case of the United States, where the Association of Amercan University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 14th. St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine carnale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la lorsu les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir *à la rédactrice du Bulletin* une déclaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fourniseurs de biens et services du gouvernement fedéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fedéraux (y compris des contrats de recheiche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et a la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans fes universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900

TARIFS DE PUBLICITÉ

SECTION DES CARRIÈRES
Grandes annonces' ..... 4,25 $ /agate
Annonces classées ..... 1,00 $ /mot

SECTION ÉDITORIALE
Grandes annonces' ..... 1,25 $ /agate

ANNONCES COULEURS"
Noir et une couleur ..... 240 $
Noir et deux couleurs ..... 420 $
Noir et trois couleurs ..... 900 $

Les tarifs sont en vigueur jusqu'au juin 2002.
* Commission de 15 % des agences (illustrations prêtes à photographier)
** Ces tarifs comportent un supplément pour le traitement de la publicité en couleur selon le nombre de couleurs utrisées par page ou par partie de page. L'annonceui doit fournir la sélection des couleurs.

AD DEADLINES 2001-2002

The *Bulletin* is published 10 times during the academic year, once a month September through June.

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September	August 7/01	August 14/01
October	September 7/01	September 14/01
November	October 5/01	October 12/01
December	November 7/01	November 14/01
January	December 7/01	December 14/01
February	January 8/02	January 15/02
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THE UNIVERSITY OF VICTORIA — The Department of Sociology invites applications for a tenure-track position at the rank of Assistant Professor in the area of Aging to begin July 1, 2002. Candidates should have completed a PhD and show promise of excellence in scholarly research, publication and teaching. The department welcomes applicants from a diversity of methodological and theoretical perspectives. Applicants should include a covering letter, curriculum vitae, evidence of teaching ability and one article-length sample of research. Applicants should also ask three referees to forward confidential letters on their behalf. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications should be postmarked no later than December 14, 2001, but will be accepted until the position is filled. Address correspondence to: Chair, Department of Sociology, University of Victoria, P.O. Box 3050, Victoria, B.C. V8W 3P5. The Department's web address is: http://web.uvic.ca/soci.

THE UNIVERSITY OF WINDSOR invites applications for a 3-year limited-term position in the Department of Sociology and Anthropology in the area of Social Psychology and Qualitative Methods commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: February 1/02. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: lynnep@uwindsor.ca.

SOUTH ASIAN CULTURAL STUDIES

YORK UNIVERSITY — The Division of Humanities in the Faculty of Arts, invites applications for a tenure-stream position at the Assistant Professor level in South Asian Religions and Cultures. Applicants should have the appropriate scholarly strengths to conduct research in South Asian religions and cultures within a broad interpretive framework and to teach at the introductory and advanced levels in the Division's interdisciplinary Foundations and upper-level courses. The successful applicant will also be expected to teach in the Religious Studies Programme. Duties may include teaching in the proposed graduate Programme in the Humanities. Candidates should be actively engaged in a program of scholarly research. A PhD or equivalent is essential. Salary depends upon qualifications and experience. The position, to commence July 1, 2002, is subject to budgetary approval by the University. Applicants should send a letter of application, including a c.v., and arrange for three confidential letters of recommendation to be sent no later than January 7, 2002 to: Professor Doug Freake, Chair, Division of Humanities, York University, Rm. 207 Vanier College, 4700 Keele Street, North York, Ontario, Canada, M3J 1P3. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Division of Humanities welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

SPANISH

CONCORDIA UNIVERSITY — Faculty of Arts & Science has one tenure-track position available in Spanish Translation (English to Spanish to English). Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

THE UNIVERSITY OF WINDSOR invites applications a tenure-track faculty position in Spanish in the area of Second Language Acquisition commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: January 25/02. Contact: Dr. Susan Wench Hildebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2873; Fax: 519.971.3648; Email: swh@uwindsor.ca

STATISTICAL & ACTUARIAL SCIENCES

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Statistical and Actuarial Sciences invites applications for a probationary (tenure track) position in actuarial science. The appointment will be made at the Assistant or Associate Professor level to commence July 1, 2002. Salary is negotiable. A PhD degree, as well as demonstrated excellence in teaching and research in actuarial science, are required. The successful candidate will be expected to teach in both the undergraduate and graduate programs and to establish an independent research program. It is an asset if the candidate also has a teaching and/or research interest in mathematical finance. Applications, including a detailed curriculum vitae and letters of reference from three referees should be sent to Professor A. I. McLeod, Chair, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada N6A 5B7. The deadline for receipt of applications is January 15, 2002. Position is subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position.

STATISTICS

UNIVERSITY OF YORONTO IN MISSISSAUGA invites applications for a Full-Time Lecturer position in the Department of Statistics, beginning July 1, 2002. This is a faculty appointment in the teaching stream. Salary will be commensurate with qualifications and experience. The successful candidate will teach a variety of undergraduate courses in Statistics, counsel students, and share administrative tasks with the other members of the department. There is opportunity for providing statistical consulting to cognate disciplines and for undertaking a research program in teaching and learning statistics. Applicants should have a PhD degree in Statistics, and demonstrated excellence in teaching a variety of applied and theoretical Statistics courses at the University level. Consulting experience and interest/experience in collaborative research with non-statisticians is desirable. In exceptional cases candidates with an M.Sc. degree in statistics will be considered. Letters of application with curriculum vitae and three letters of reference should be sent to Professor Nancy Reid, Chair, Department of Statistics, University of Toronto, Toronto, Ontario, Canada M5S 3G3 by January 31, 2002. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF MANITOBA — The Department of Statistics invites applications for two or possibly three tenure-track appointments at the Assistant Professor rank in the field of Statistics. The appointment will begin on July 1, 2002, or on a date mutually agreed upon. The successful candidate must have a PhD degree (or a PhD degree to be completed by the starting date) in Statistics, and have demonstrated competence in teaching and research in Statistics or Biostatistics. The positions are subject to final budgetary approval. Duties will include undergraduate and graduate teaching and supervision, research and service-related activities. Please send applications including an updated curriculum vitae and a brief statement of teaching philosophy to: Dr. Smiley W. Cheng, Chair, Search Committee (Statistics), Department of Statistics, The University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Tel: 204-474-9826, Fax: 204-474-7621, E-mail: smiley_cheng@umanitoba.ca. In addition, please arrange to have three letters of reference (at least one letter should comment on the applicant's teaching ability) sent directly to the Chair of the Search Committee. The Department of Statistics is one of the oldest and largest statistics departments in Canada. The Department currently has 12 full-time academic members, with research interests in various areas of statistics and probability. The department has active B.Sc., M.Sc. and Ph.D. programs focusing on both theory and application. The successful applicant will find that it is an exciting time to join the Department! Five new faculty members have been hired during the past three years, and more positions are expected in the coming years. The department is full of energy, and it is thus an ideal time for new faculty members to contribute to the reshaping of the research and teaching programs for the 21st century. The Department and the University have excellent computing facilities. Additional information about the Department can be found on the web site at www.umanitoba.ca/statistics. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is November 15, 2001.

TECHNOLOGIE DE L'INFORMATION

UNIVERSITÉ YORK (Le Collège universitaire Glendon) — La faculté bilingue d'arts libéraux sollicite des candidatures pour un poste menant à la permanence, au rang de professeur adjoint ou professeur agrégé dans le programme de Technologie de l'information du Département d'informatique. La création de ce poste est liée à l'autorisation budgétaire de l'Université. Le programme de Technologie de l'information à York est un programme pluridisciplinaire interfacultés, qui combine des études d'informatique avec une vaste gamme d'études en arts libéraux. Les candidats et candidates doivent être bilingue anglais-français et détenir un doctorat en technologie de l'information, en informatique ou dans une discipline connexe. Les candidates qui n'ont pas de doctorat en informatique doivent avoir une solide formation en informatique ou en technologie de l'information. Les candidats doivent avoir la capacité manifeste d'établir des liens entre l'informatique et au moins un domaine des arts libéraux. Tous les domaines nous intéressent, mais plus particulièrement les suivants: gestion de l'information dans les organismes et développement de systèmes, systèmes d'exploitation, gestion de réseaux et communication, conception et production de nouveaux supports d'information, et interaction personne/machine. On donnera la préférence aux candidats qui ont acquis de l'expérience dans l'enseignement, qui ont des publications à leur actif et dont la recherche est en rapport avec la technologie de l'information. Les candidats doivent pouvoir enseigner et mener leur recherche en français et en anglais. Les fonctions comprennent l'enseignement au niveau du 1er cycle et, éventuellement, aux niveaux des 2e et 3e cycles, la recherche et les responsabilités administratives. Le salaire offert sera fixé en fonction de la convention collective et de l'expérience. Prière de faire parvenir la lettre de candidature accompagnée du curriculum vitae à Monsieur J.R. Savary, directeur, Département d'informatique, Collège Glendon, 2275 Bayview Avenue, Toronto (Ontario) M4N 3M6. Date d'entrée en vigueur : le 1er juillet 2002. Les candidats doivent aussi prendre des dispositions pour faire envoyer trois lettres de recommandation directement au directeur du Département. Une de ces recommandations au moins doit porter sur l'enseignement. Les candidatures seront examinées à partir du 10 décembre 2001 et le processus se poursuivra jusqu'à ce que le poste soit offert à un(e) candidat(e). L'Université York a adopte un programme d'action positive pour l'embauche des professeurs/professeures et des bibliothécaires. Ce programme s'applique aux femmes, aux minorités raciales et visibles, aux personnes ayant un handicap et aux autochtones. Les personnes appartenant a l'un de ces groupes doivent en faire etat pour bénéficier du programme d'action positive. Le département d'informatique et le programme de technologie de l'information encouragent les demandes d'emploi des personnes appartenant a ces groupes. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de York a l'adresse : www.yorku.ca/acadjobs/, ou demander un exemplaire du programme auprès du Bureau du programme d'action positive au numero (416) 736-5713. On examinera en priorité pour ce poste la candidature des personnes de nationalité canadienne ou détenant le statut de resident permanent.

THEATRE

THE UNIVERSITY OF VICTORIA — The Department of Theatre invites applications for a tenure-track position in Theatre History to be offered at the rank of Assistant Professor. Suitable candidates will have the PhD in hand, a demonstrated record of outstanding teaching, and show strong promise as active and original researchers. Ideally, we're looking for someone who possesses both a sufficient breadth of historical knowledge for teaching a dynamic undergraduate survey courses, and a track-record as a published scholar adequate for teaching and supervising graduate students, preferably within the field of Canadian theatre. A secondary interest in dramaturgy, directing, or new play development will also be considered an asset. Located within a magnificently equipped Faculty of Fine Arts — comprised of departments of Music, Visual Art, History in Art, and Creative Writing — The Department of Theatre offers three degrees in Theatre History: B.A. Honours, M.A., and PhD (temporarily suspended). For students majoring in Performance, the Department offers the B.F.A. degree, for Design, Production and Directing majors, we offer B.F.A. and M.F.A. programs. Our purpose-built physical plant, the Phoenix Theatre Building, is one of the finest teaching and performance facilities in the country, featuring three state-of-the-art theatres, classrooms, studios and workshops, and staffed by an outstanding team of dedicated and distinguished professors and production personnel. In addition to our main-stage season of four plays, loyally attended by our local subscription audience, the Phoenix is also home to The Student Alternative Theatre Company (SATCO), which stage over a dozen completely student-driven works a year. The University of Victoria is committed to an employment equity programme and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is specifically directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment unless no suitable Canadian citizen or permanent residents applies. Please send applications, including a cover letter, résumé, and the names and contact information of three referees by January 15, 2002 to: Professor Brian Richmond, Chair, Department of Theatre, University of Victoria, PO Box 1700 Stn. CSC, Victoria, BC V8W 2Y2, phone: (250) 721-7991, fax: (250) 721-6596; web: http://finearts.uvic.ca/theatre/

THEOLOGICAL STUDIES

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The Faculty of Arts at the University of Alberta is one of Canada's largest and most accomplished, with leading graduate programs in several areas. It is a top performer in Canada in major collaborative research projects funded by the Social Sciences and Humanities Research Council. The Faculty unites research and teaching in the humanities, social sciences and fine arts. With three major divisions and sixteen departments, it represents approximately a quarter of the University of Alberta's instructional capacity. The Faculty of Arts has more than 350 faculty members, nearly 100 staff members, and, approximately 5,700 undergraduate and 760 graduate students. For further information about the Faculty of Arts, please view the home page on the World Wide Web at http://www.humanities.ualberta.ca/arts.

The Dean is responsible to the Provost and Vice-President (Academic) for the supervision and administration of the academic programs, budget, and all activities of the Faculty. Candidates should have proven administrative experience, well-developed leadership skills and strong academic background, abilities to raise funds for Faculty development, and be committed to excellence in teaching and research. The successful candidate must be eligible to hold a tenured appointment.

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Mix Money & Medical Research, But Don't Ask Us to Take the Medication

By BILL BRUNEAU and RUSSELL WODELL

Bruneau & Wodell report on the first comprehensive investigation into the dispute involving Dr. Nancy Olivieri, Apotex, the Hospital for Sick Children & the University of Toronto. The case involves issues of research ethics & academic freedom so important to the public interest that it has attracted national & international attention.

THE continuing scandal of Dr. Nancy Olivieri versus Apotex etc. was first reported in these pages in September 1998. More than three years later, the Report of the Committee of Inquiry on the Case Involving Dr. Nancy Olivieri, the Hospital for Sick Children, the University of Toronto and Apotex Inc. has appeared, taking the story back to its very beginnings.

It's a sequence of events that almost begs for Hollywood exaggeration.

One imagines Julia Roberts in the role of a scientist, banned from her experimental medical work with desperately sick children. Weeping in her immaculate green scrubs, Julia is comforted by a male colleague (Mel Gibson?) – who next day finds his e-mail service cut off and his office relocated to a broom closet.

Meanwhile, a courageous private investigator (Sigourney Weaver?) shouts "Gotcha!" as DNA evidence unmasks the fiend behind the anonymous hate mail harassment ... and a boardroom of corporate suits (led by Michael Douglas?) plot a disinformation campaign to convince the world that Julia is a few magnums of champagne short of a ministerial lunch. Only last-minute interventions by the top men in the field from Oxford (Nigel Hawthorne?) and Harvard (Robert Redford?) save our heroine from the rubber room.

Unfortunately the story isn't funny, because it really happened to a remarkable woman scientist, and to young people coping with the congenital and usually fatal blood disease thalassemia.

It is to the credit of the three-person committee behind the report that all the melodrama happens between the lines. Bending over backwards to be fair (a posture that makes access to the keyboard difficult and may account for some inelegant prose) and under considerable legal duress – a cheeky appendix consists entirely of letters from various notables threatening to sue for libel – the trio pursues a paper trail of bungled reports, bureaucratic ineptness and questionable science.

None of the parties to this decade-long and still-unresolved scandal emerges unscathed – not the Hospital for Sick Children, nor the University of Toronto, nor the CBC, nor Health Canada. Even the commissioning agent behind the inquiry, CAUT, is politely but firmly raked over the coals for taking too long to do the right thing.

– PHOTO: COURTESY OF THE OTTAWA CITIZEN/ WAYNE HEGEDY –

SO WHAT happened?

A huge research and teaching establishment, The University of Toronto aims to be at the leading edge of scientific and cultural discovery. It costs a lot to run research and teaching programmes in dozens of fields and to stay at the edge in all of them.

Medicine is especially expensive, but it's a flagship in any university that can afford labs and teaching hospitals. The public are fond of university-based medical research, since it is supposed to be free of profiteering self-interest. Thus the U of T strongly, and rightly, supports its medical research establishment.

But, after 30 years of cuts in public funding, the search for funds has become desperate and those cuts have now produced an unpleasant harvest.

Toronto's Hospital for Sick Children, an integral part of the university system, was home to the research of Dr. Nancy Olivieri for years. Pharmaceutical giant Apotex Inc. offered Dr. Olivieri and HSC a sizeable grant to underwrite her research on blood disease. Thalassemia affects young people, and it's picky. Most victims live in poor countries of the world. In commercial terms, they are a vast and untapped market.

Researchers hoped a new medication could help these sick children lead more normal lives. Apotex, hoping to patent and manufacture the drug, said it would provide money to keep Dr. Olivieri in her lab, and to keep HSC and the University of Toronto in the research business.

Meanwhile, back at the ranch, Apotex was negotiating a multimillion-dollar donation towards a new U of T biomedical research centre. U of T must have salivated at the idea of Apotex funds rolling in, first for the Olivieri lab, and second for a whole new research institute.

But in 1996, after seeing results from animal tests, Dr. Olivieri found serious potential drawbacks in long-term administration of the experimental Apotex drug. She decided her patients and their families had a right to know about this new risk. And because she is a fine scientist, she had no trouble persuading a good journal to put her tentative conclusions before the scientific public.

That's when the excreta hit the ventilation system.

One of the research contracts with Apotex included a confidentiality clause that gave the company control over communication of any data from the drug trials for one year after completion of the trials. But there was no confidentiality clause for the research trials in which Dr. Olivieri discovered the risks she felt essential to report. Apotex immediately terminated the trials and threatened legal action against Dr. Olivieri. Negotiations over the huge Apotex donation were suspended. Rather than defending Dr. Olivieri, the hospital executive committee publicized Apotex criticisms of the quality of her scientific work.

Vicious anonymous letters attacked Dr. Olivieri and those who supported her. An internal HSC review found against Dr. Olivieri, and she was removed from her administrative position. Her colleagues complained the hospital was punishing them as well. Another review, which refused Dr. Olivieri access to charges made against her or any opportunity to defend herself, was abruptly terminated when her lawyers protested, and the accusations against her were made public in a particularly damaging way.

With bulldog determination and saintly patience, the committee of inquiry has dug its way through warehouses of documents (the report has more than 1,400 detailed end notes). It found false and malicious information that misled earlier reviews. It shows how institutions honour-bound to protect Dr. Olivieri's academic freedom and legal rights, failed her at every step of the way (not to mention her young patients).

IT IS HARD to resist two conclusions.

First, the U of T administration wanted to keep Apotex happy, even if that meant looking the other way as Apotex tried to muzzle Dr. Olivieri, and even if it meant ignoring a concerted attack on her academic freedom.

Second, like any other business, Apotex wants to market its products. Trouble is, Apotex is heavily involved in research, and research should be free of market pressures and political pressures, if it is to be any good.

This is a case where greed could have caused scientific research done under contract to go terribly wrong. Apotex is a business, not a university, so greed makes sense. Trouble is, greed can be very bad for our health.

Still more worrisome is the wrong-headed response of the U of T administration. University administrations are not supposed to be motivated by greed. They are supposed to be strong protectors of academic freedom and agents of the public interest in scientific and humanistic research.

If you believe that medical experimentation in Canada is strictly monitored by competent review ethics boards, or if you're confident academic freedom is protected in Canadian universities and their affiliated hospitals or if you know a small child with a serious illness, then you should be very afraid.

This report should give you a sleepless night or two ... and prompt you to call your MP this very day. ■

Bill Bruneau teaches at UBC and is a past president of CAUT. Russell Wodell is a Vancouver writer and editor.

The views expressed are those of the authors and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef (duhaime@caut.ca). La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.

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Keeping a Good Distance

Place seven points on a page in such a way that among any three of them, you can find two that are three centimetres apart.

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. **Answer on page B1.**

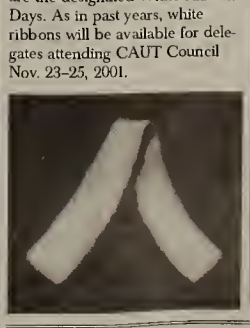
Newsline

Regina, UPEI Join CAUT Defence Fund

Faculty unions at Regina and PEI are the latest to join the CAUT Defence Fund. At their annual general meeting in October, defence fund trustees approved memberships for the University of Regina Faculty Association and the University of Prince Edward Island Faculty Association. "With the addition of Regina and PEI, the fund now includes 31 associations representing more than 13,000 academics," said defence fund chair Denise Nevo. URFA and UPEIFA are the newest members since the late-1990s when faculty unions at Brock, Concordia, Queen's and Western Ontario joined. The defence fund was founded in 1978 to provide unionized Canadian academic staff associations with a unified strike fund. In recent years the fund has supplied strike benefits and interest-free loans to numerous associations, notably to striking faculty members at Memorial, Moncton and Cape Breton. "Despite such calls to action, the fund remains in excellent shape," Nevo said. The fund currently has assets in excess of $12 million. To learn more about the fund or how your association can join, visit the fund's web site (http://defencefund.caut.ca).

Speaking Out Against Violence

The White Ribbon Campaign is ushering in its 10th anniversary with this year's anti-violence education and awareness work. In communities across Canada and in more than 25 countries around the world, men and women will attend WRC events, read WRC literature, sign posters affirming their commitment to work to end violence against women, and wear a white ribbon. "By wearing a white ribbon, men take the first step in acknowledging their part in ending violence against women," said national outreach coordinator Jack Gagliardi. Nov. 25–Dec. 6 are the designated White Ribbon Days. As in past years, white ribbons will be available for delegates attending CAUT Council Nov. 23–25, 2001.



CAUT Launches New Workshop

On Oct. 19, CAUT launched its Grievance Handling Workshop at Lakehead University. The day and a half course offers basic training to faculty association members in the art of investigating, filing and negotiating grievances. Lakehead University Faculty Association president Glenna Knutson says her association, like many others, is facing the retirement of its core activists. "We need to develop a new generation of grievance officers," she said. "When we heard CAUT was kicking around the idea of a grievance handling workshop we made a request for the course to be offered at Lakehead." The first run through was well received says CAUT's education officer Paul Jones. "Now, with feedback from the Lakehead participants, it will be fine-tuned and ready to tour again forthwith," he said. Local associations interested in this or any other CAUT course should contact Paul Jones (jones@caut.ca).

Fair Employment Week a Success

Contract academic staff mobilized on campuses across North America in October to demand improvements in their wages and working conditions. The week-long campaign called "Fair Employment Week" was initiated by a coalition of unions and associations across Canada and the United States to educate the public, policymakers and the campus community about the effect the exploitation of part-timers has on the integrity of post-secondary institutions. Part-time faculty members in six provinces held FEW events. UBC's sessionals kicked off their campaign by handing out cinnamon buns and coffee to students as they arrived on Monday morning. University of Saskatchewan sessionals used Halloween pumpkins to illustrate the differences between full-time and sessional faculty salaries. Wilfrid Laurier's new part-timers bargaining unit used the week to solicit support for their first contract negotiations. Their display focused on the contrast between the value contract academic staff provide in teaching and research, and the value the university attributes to them in wages. According to organizer Jonathan Haxell, the contrast is stark: "On average, in courses taught by part-timers, students pay more per person for texts for the course than the university pays per student for their instruction."

Voices of Dissent Feel the Heat in the Wake of Sept. 11

In the wake of the terrorist attacks on the United States in September, many academics who have spoken out against the American government and its foreign policy are finding there is little tolerance of their views.

"Emotions are understandably running very high given the death of thousands of innocent people and the worldwide crisis that's followed," noted CAUT president Tom Booth.

"But there's a mood out there that if you don't have anything good to say about the U.S., you should just keep your thoughts to yourself."

Booth says the chill that has set in since Sept. 11 is disturbing because now is the time when a diverse perspective of views is most required.

"It's at moments of crisis like these that we need to debate an appropriate response to world events," he said.

"I'm concerned we don't use the crisis as an excuse to throw away academic freedom and freedom of speech."

But many academics are saying the current political climate is putting these freedoms to the test.

In Canada, University of British Columbia professor Sunera Thobani faced a wrath of scorn in the media for comments she made during a speech critical of U.S. foreign policy.

Speaking on Oct. 1 at a conference in Ottawa on women and the criminal justice system, Thobani said that while she feels the pain "every day" of the thousands of dead and missing in the terrorist attacks, she wonders why most North Americans feel little pain for the "victims of U.S. aggression."

"Today in the world, the United States is the most dangerous and the most powerful global force unleashing horrific levels of violence," Thobani said in her address. "From Chile to El Salvador to Nicaragua to Iraq, the path of U.S. foreign policy is soaked in blood."

Thobani's comments were quickly denounced by politicians and media commentators as "atrocious," "idiotic," "outrageous," and "hateful."

Despite facing considerable pressure to reprimand Thobani, UBC publicly defended her right to express her views, no matter how unpopular they may be.

Barry McBride, the university's academic vice-president, said that "the cornerstone of a university is the ability to speak out on important issues. The university is a place where there must be a free exchange of ideas, and I hope people understand that."

At campuses in the U.S., incidents of intolerance toward dissenting voices are growing.

At the City University of New York, trustees drafted a resolution saying that professors who spoke at a teach-in Oct. 2 had "with their selfish, tasteless and unjustified conduct, brought shame" to the institution.

Meanwhile, the president of the University of New Mexico said he will "vigorously pursue" disciplinary action against a professor who jokingly told students that "anyone who can blow up the Pentagon gets my vote." And at California State University at Chico, a professor who criticized U.S. foreign policy during a campus vigil was heckled and later received a barrage of hate mail from across the country.

Don't use this crisis as an excuse to throw away academic freedom.

In yet another incident, the library administration at the University of California at Los Angeles has slapped a long-time employee with a five-day suspension for sending an e-mail critical of U.S. foreign policy in the Middle East.

Jonnis Hargis, a librarian at UCLA, replied to a colleague's e-mail distributed to all library employees shortly after the Sept. 11 terrorist attacks. The message contained an electronic transcript of Canadian broadcaster Gordon Sinclair's 1973 glowing tribute to the U.S. originally written near the end of the Vietnam War.

In the original broadcast, Sinclair is highly critical of those opposed to U.S. foreign policy and the war in Vietnam, and praises the Americans for their humanitarian and economic aid to countries in distress.

"They will come out of this thing with their flag high," Sinclair declared.

"And when they do, they are entitled to thumb their noses at the lands that are gloating over their present troubles. I hope Canada is not one of these. Stand proud, America."

Hargis says he was offended by the "jingoistic, chauvinistic, just over-the-top patriotism" in the transcript and sent back an e-mail in which he characterized Israel as an "apartheid state" operating outside of international law and criticized the U.S. bombing of Iraq.

"We call it 'collateral damage,' except when it happens to us," Hargis wrote. "So who are the 'terrorists' anyway?"

The library administration moved quickly to suspend Hargis, claiming his e-mail "demonstrated a lack of sensitivity that went beyond incivility and became harassment."

Worried by these and other incidents, the American Association of University Professors issued a statement recently arguing that faculty members have the right to express their own opinions.

General secretary Mary Burgan says it is time to stand up to "those who believe that thinking out loud in colleges and universities is so subversive that it ought to be stopped."

"As a rational species," the statement reads, "we must imagine causes, motives, remedies. And that is good. That is what we do as citizens in America. That is what faculty do as professionals." ■

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Feds Should Invest in Social Programs

CAUT is calling on Ottawa to provide short term stimulus to the economy and to make long term investments in social programs in the upcoming federal budget.

In appearing before the federal Finance Committee in October, CAUT executive director Jim Turk said the fallout of Sept. 11 requires Ottawa to take measures to improve security, but that the government will still be able to meet other priorities.

"We believe it is more important than ever for government to take measures to ease the economic slowdown and to prepare for the future well-being of Canadians by investing in our social security as well," Turk said.

David Robinson, CAUT's associate executive director, told the committee the federal government will likely post a surplus in excess of $7 billion in the current fiscal year, following a $17 billion surplus recorded last year.

Robinson insisted the big surpluses posted in recent years means the federal government can afford to make new investments in social programs and public services, even if that means posting a small deficit this year.

He urged the committee to make education a major focus of the budget. "We believe post-secondary education needs to be a national priority. If the federal government agrees that education is key to promoting social development and economic growth, then it is time to ensure that Canada's colleges and universities are accessible, affordable and of the highest quality."

In its written brief to the Finance Committee, CAUT argues the way Ottawa funds post-secondary education needs to be reformed. Under the current Canada Health and Social Transfer, the federal government transfers money to the provinces in one envelope to help finance the costs of health care, post-secondary education and social services. Because the CHST is a block fund, there is no accountability or transparency over how funds are spent, or even if they are spent as intended.

"We believe there is an urgent need for the government to reconsider not just the level of funding required, but also the mechanism and rules by which the federal and provincial governments provide support for public colleges and universities," Turk said.

CAUT is recommending the CHST be repealed and replaced by separate dedicated funds, including a post-secondary education fund that would be governed by a post-secondary education act modelled on the *Canada Health Act*.

"The key message we've conveyed to this committee for several years now is that the problems our institutions face — whether it's rising fees, fewer faculty, larger classes, fewer library holdings, or deteriorating physical infrastructure — stem from the cuts in core operating grants from governments," Turk said. "Programs and initiatives that don't address this fundamental problem are simply tinkering around the edges."

CAUT is also urging the government to set up a national task force to investigate ways to eliminate the financial and non-financial barriers to post-secondary education.

"Our failure to remove the barriers that prevent any person from attaining an education is the equivalent of burying a financial fortune. We simply cannot afford to leave this treasure in the ground to decay — more so today than ever before," Robinson told the committee. ■

UCCB Disciplines Prof for CV Query

A PROFESSOR at the University College of Cape Breton has been reprimanded for publicly questioning the publications record of the university's president.

David Mullan, associate professor of history and religious studies, wrote a letter to the *Cape Breton Post* in response to a newspaper report referring to "numerous articles and books" authored by UCCB president Jacquelyn Scott.

Mullan said he searched a number of library catalogues but found no books written by Scott. He asked for a copy of her publications from the university administration which refused his request. Mullan later questioned whether two publications by Scott later cited by the administration really qualified as books.

After refusing to write an apology, Mullan received a disciplinary letter from the university describing his criticism of Scott as improper and contrary to his employment duties and responsibilities.

Mullan and the UCCB faculty association launched a grievance to have the reprimand removed, arguing it violates the principles of academic freedom as defined in the collective agreement.

"The text of my letter does not criticize President Scott," Mullan said. "It criticizes the department within the university that produced the inaccurate article and also criticizes the *Cape Breton Post* for publishing without checking the veracity of its alleged facts."

Scott defends the university's actions, saying Mullen's comments have hurt her reputation. She insists her books do not show up on library catalogue searches because they were issued by non-academic publishers. "Academic freedom exists to prevent people from being persecuted on political, religious and moral grounds. It does not give me free rein to libel somebody," Scott said.

But CAUT executive director Jim Turk says the principles of academic freedom mean faculty members should be free from all forms of institutional censorship and that professors have the right to criticize their administration. He also wonders why Scott was so reluctant to hand over her publications list in the first place.

"It's mysterious because most of us who are academics are dying for people to know what we have written," Turk stated.

Peter MacIntyre, the faculty association's grievance officer believes Mullan's letter was not malicious and was justified. "If President Scott publicly wants to claim certain accolades, then she becomes subject to public scrutiny," he said.

Mullan says he feels the whole affair is "bizarre and surreal. We are talking about the veracity of a sentence in a local newspaper, but the president has chosen to turn this into a show trial. I believe I have been harassed, without justification."

In its grievance, which is now going to arbitration, the faculty association is also asking for a letter of apology from President Scott to Mullan. ■

Tunisian Refugee Back in Canada

— PHOTO: COURTESY OF THE JOURNAL LE SOLEIL —

Sept. 6, 2001 — The return to Canada of student Haroun M'Barek, deported from Canada & tortured in his country.

HAROUN M'Barek, a Laval University student deported to Tunisia last Jan. 6 by Immigration Canada has returned to Canada. M'Barek, who was tortured by Tunisian security forces following his arrest soon after his arrival in Tunisia, was sentenced to three years in prison and five years in administrative detention by Tunisian authorities for belonging to an "illegal" organization.

In September, CAUT learned M'Barek had been granted a one-year ministerial permit to allow him to complete his master's degree at Laval and apply for permanent residence. "I hope the Canadian government will now come to his aid in a more permanent fashion and allow him to live here indefinitely," said Warren Allmand, president of Rights & Democracy, one of the human rights groups that lobbied for his release and safe return to Canada.

In 1994, M'Barek requested refugee status from Canada's Immigration and Refugee Board. His request was denied in 1997 as was his later appeal to the federal court. M'Barek also tried and failed to obtain immigrant status on humanitarian grounds, citing safety risks if he returned to Tunisia.

"M'Barek's horrific experiences over the past eight months reveal that he will never be secure in his native country," Allmand said. "The parody of a trial that he was subjected to last February in Tunisia highlights the serious erosion of human rights in that country. It is a situation that should motivate Canada to re-examine its process of analyzing the risks of return for all Tunisian nationals."

The association has sent Citizenship and Immigration Canada a copy of the recommendations of lawyer Nathalie Blais who observed M'Barek's trial in Tunisia. Her observation mission was sponsored by Rights and Democracy, the Civil Liberties Union, Alternatives and the Association pour les droits de la personne au Maghreb. According to Blais, justice does not exist in Tunisia for political opponents. "Numerous reports from Amnesty International and other human rights groups have amply documented the repression that has affected those who, like M'Barek, sympathize with the outlawed Islamic movement, Ennadha, or who have been members of the general federation of students in Tunisia."

Allmand says he hopes the report will help prevent the suffering of other Tunisians who may seek refuge in Canada. ■

HRDC Outlines New Two-Tier Hiring Policy

HUMAN Resources Development Canada recently announced changes to its policies regarding academic appointments.

In a letter to CAUT, HRDC deputy minister Claire Morris advised that universities and university colleges will be allowed to advertise all positions simultaneously in Canada and abroad.

"However," she added, "Canadian citizens and permanent residents who are found qualified are to be offered the position before it can be offered to a foreign candidate."

The federal government will require universities to advertise in ways that assure broad exposure to Canadians and permanent residents who may be potential candidates, and that all positions advertised abroad also be advertised in Canada.

Universities will also continue to be required to provide detailed recruitment and selection information to HRDC when requesting an employment validation for an academic position being offered to a foreign candidate.

CAUT president Tom Booth congratulated the government for its policy that maintains a recognition of Canadians and permanent residents while being responsive to concerns university administrators voiced about the former requirement that prevented advertising for foreign candidates until after completion of a search for Canadians and permanent residents.

Booth did express concern about the government's failure to assure there would be detailed reporting and accountability to each university's senior academic body. He says CAUT has asked the government to reconsider this aspect of their policy.

"That said," he noted, "we do feel the government has taken a positive position on the overall matter." ■